

DOD CIVILIAN DEMOGRAPHICS

AS OF OCT 31, 2007

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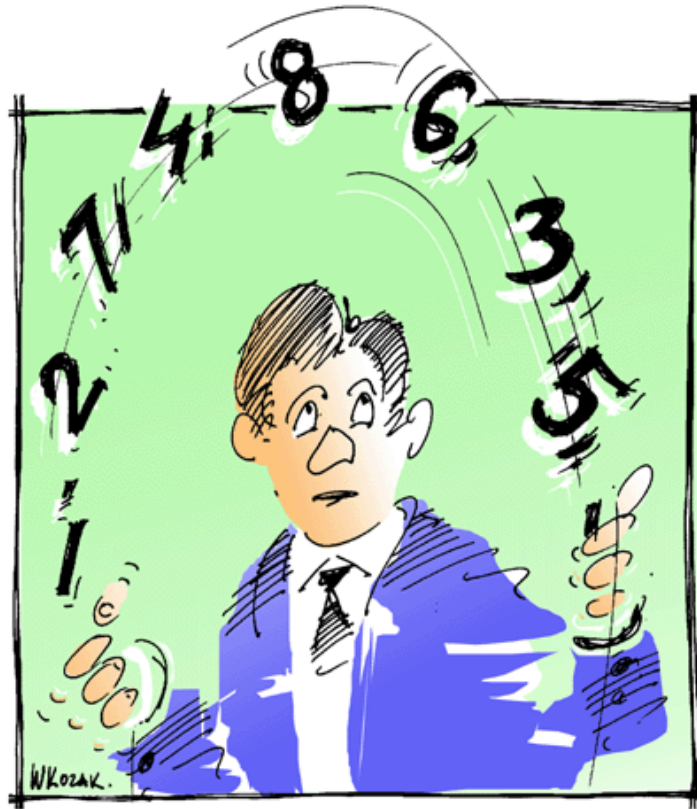


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*Non Appropriated Fund data provided by DMDC. Per DMDC, RNO and Ethnicity are two different fields. The data in the race category includes people of any ethnic preference (Hispanic/non-Hispanic). The 'Hispanic' ethnicity category groups the data into Hispanic/non-Hispanic categories and is based on the same population used to identify race.

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DoD Demographics

Department of Defense (DOD) Civilian Workforce Demographics Introduction

The DOD Civilian Workforce Demographics are produced monthly by the Civilian Personnel Management Service (CPMS), Human Resources Business, Information and Technology Solutions (HR BITS) as a convenient reference for various audiences. It contains information, using tables and charts, about the DOD workforce that is supported by the Defense Civilian Personnel Data System (DCPDS). The tables and charts included are generated solely from DCPDS with the exception of Non Appropriated Fund data, which is provided by the Defense Manpower Data Center (DMDC) and subsequently incorporated.

DMDC maintains the largest historical archive of personnel, manpower, training, and financial data in DOD. DMDC personnel data is broad in scope and extends back to the early 1970s to cover all Military Services, all components of the Total Force (active duty, guard, reserve, and civilian), and all the phases of the personnel life cycle (accession/separation/retirement). For additional information on DMDC and their data services, visit <http://www.dmdc.osd.mil>.

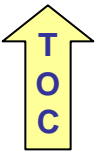
Customers should be aware that when comparing DCPDS and DMDC data, discrepancies will surface, due to the fact that DCPDS uses transactional data while DMDC uses snapshots of data. The "as of date" of the data will also differ. Also, DMDC receives data not only from DCPDS, but from other systems. Finally, DCPDS covers personnel in pay and non pay status, while DMDC reports only personnel in pay status.

Another source for data comparison is the Office of Personnel Management's FACT BOOK, Which can be found at <http://www.opm.gov/feddata/factbook/>. This source provides information on the entire Federal community.

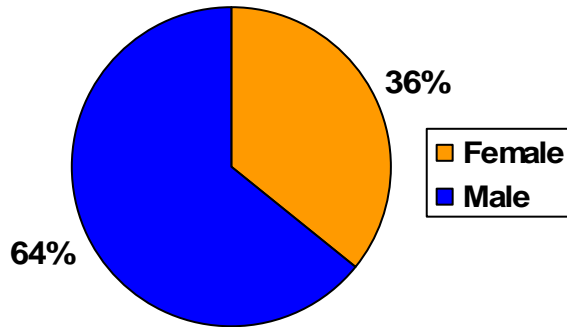
The DOD Civilian Workforce Demographics are designed to be easy-to-use and to provide useful, high level information. Comments for improvement or suggestions are welcome. For feedback and suggestions, please send e-mail to [Feedback](#)

APPROPRIATED FUND

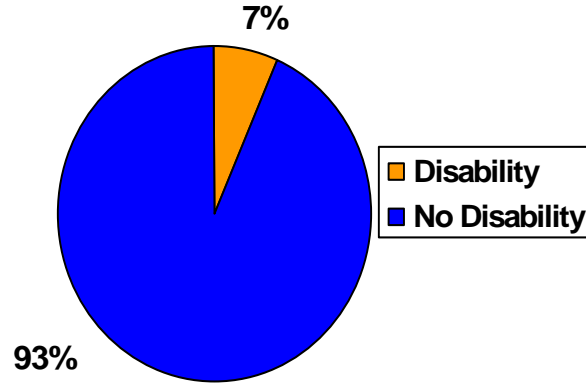
DoD Civilian Overview (Appropriated Fund)



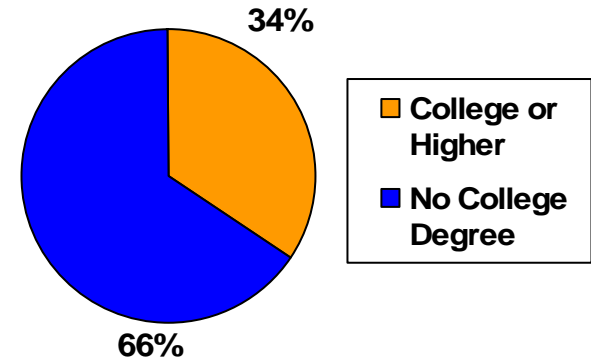
Gender



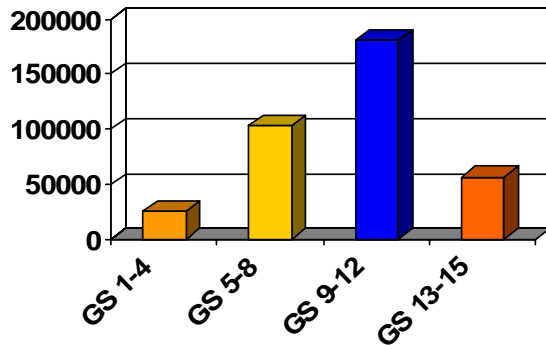
Disability



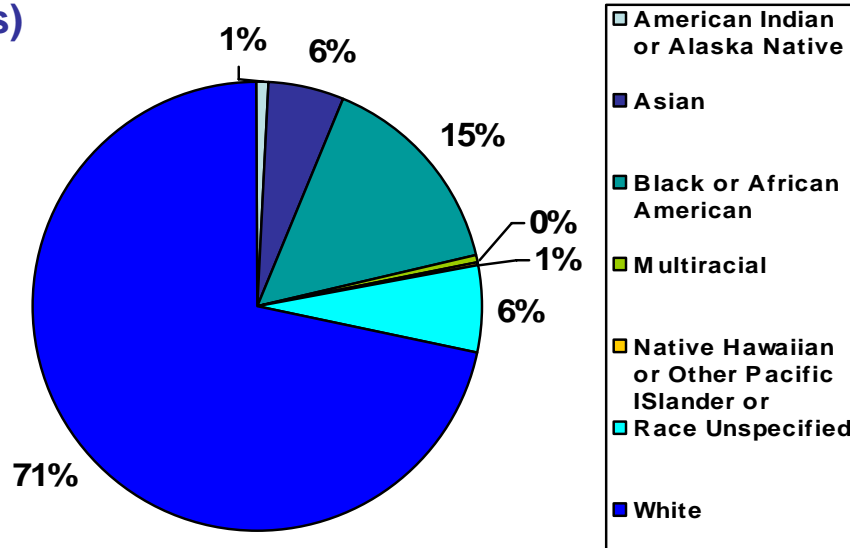
Education



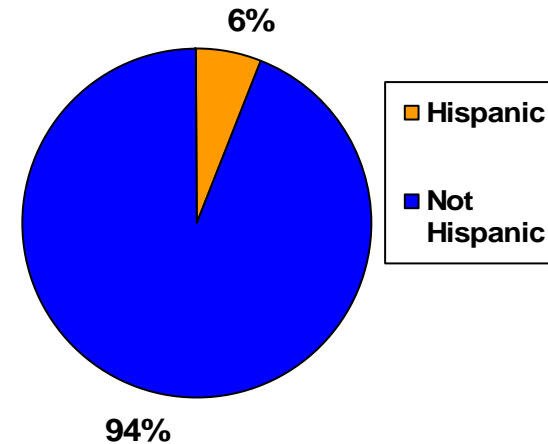
**GS and Equivalent
 (GG, GL, GM Pay Plans)**



Race Designation



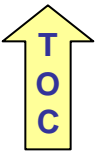
Ethnicity



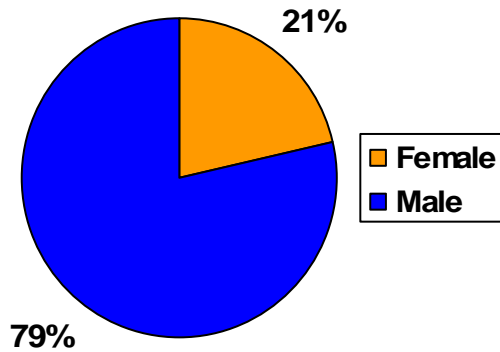
Blue/White Collar

Bargaining/Non Bargaining Unit

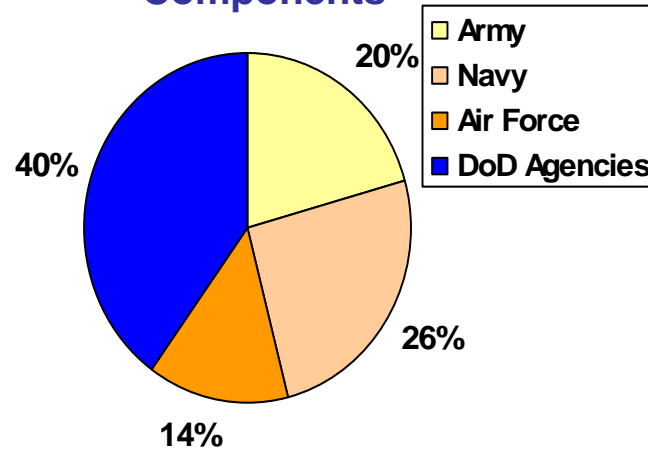
DoD Senior Leader* Overview (Appropriated Fund)



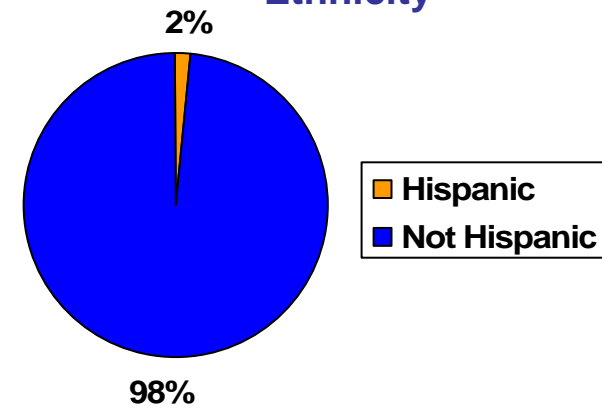
Gender



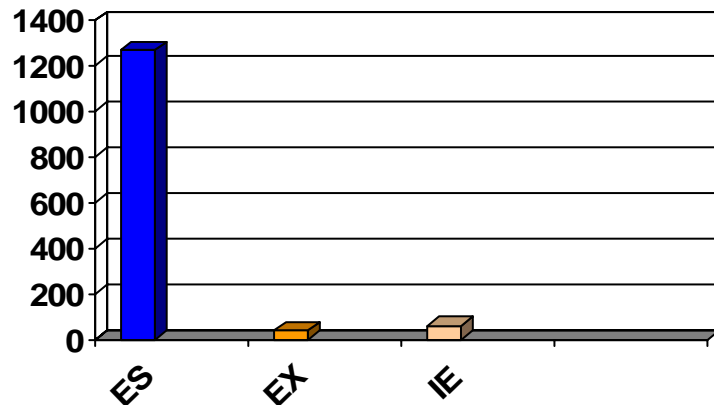
Components



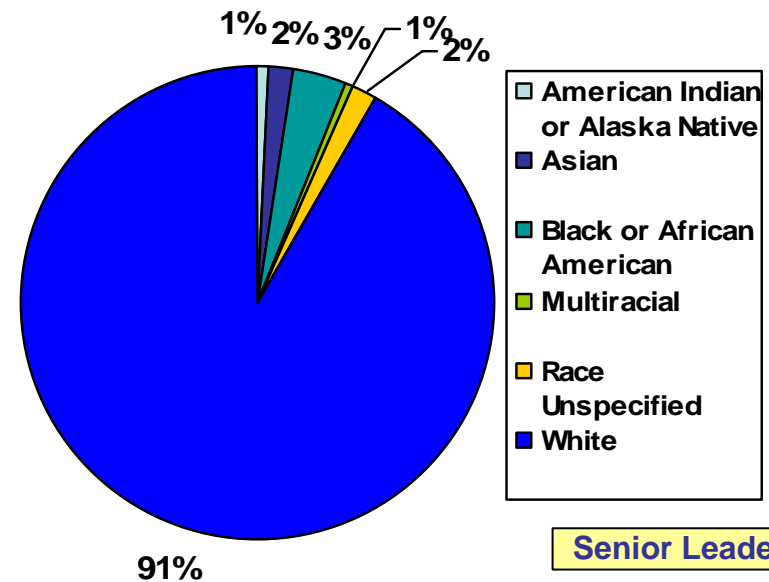
Ethnicity



ES,EX,IE Pay Plans



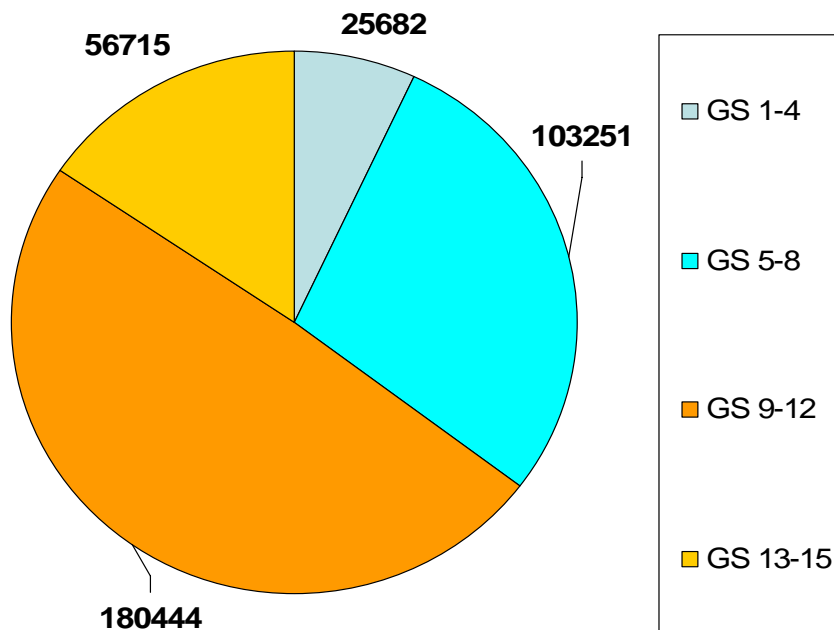
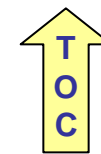
Race Designation



Senior Leader Details

*Includes ES, EX, IE Pay Plans
Percentages compared to total Senior Leader population (1362)

General Schedule (Appropriated Fund)

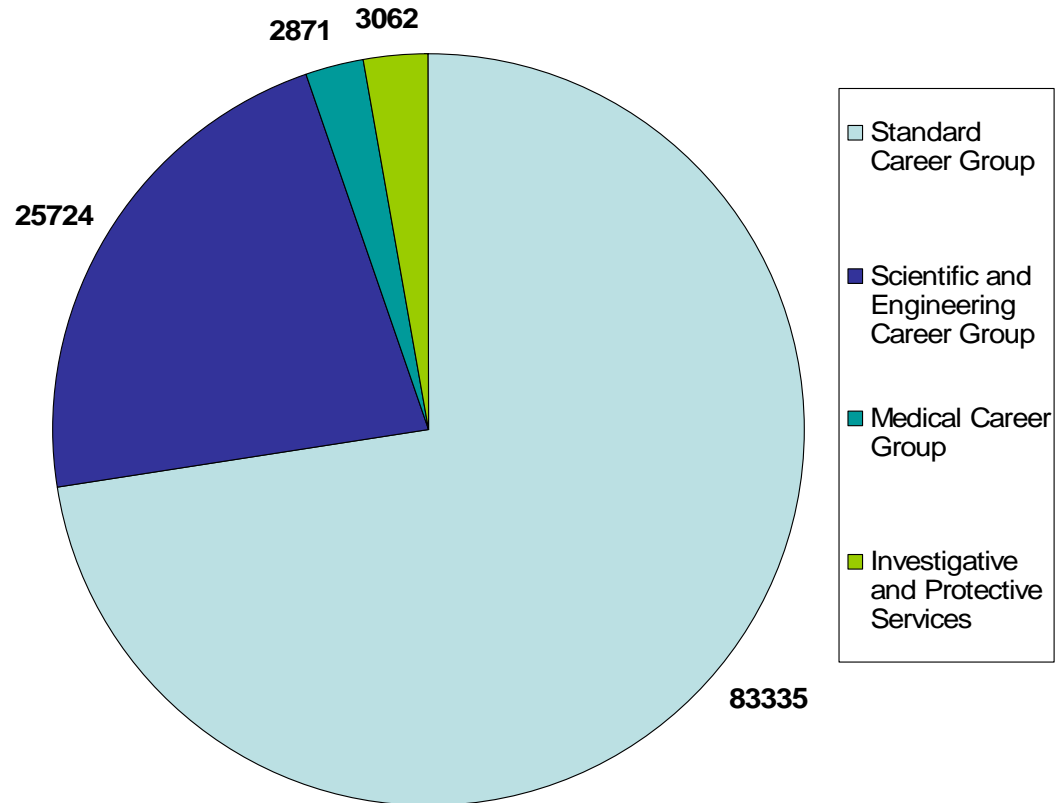


GS and Equivalent*	Total	% Compared To Total GS and Equivalent*	% Compared To Total Appropriated Fund Population
GS 1-4	25682	7.02%	3.76%
GS 5-8	103251	28.20%	15.10%
GS 9-12	180444	49.29%	26.40%
GS 13-15	56715	15.49%	8.30%
Total	366092	100.00%	53.56%

Total Appropriated Fund Population 683515

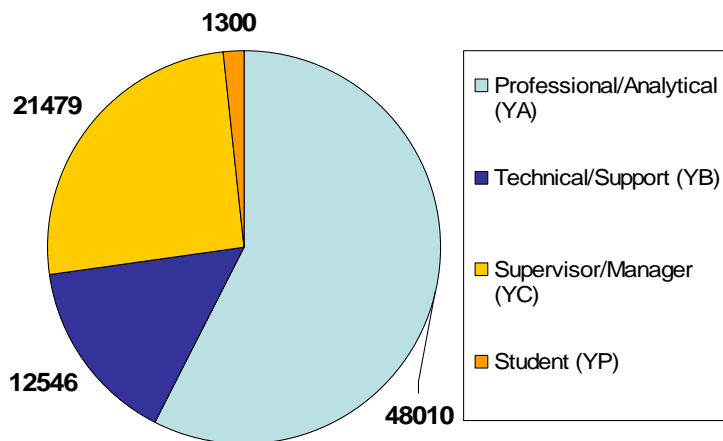
*Includes GS, GM, GG and GL Pay Plans

National Security Personnel System (Appropriated Fund)



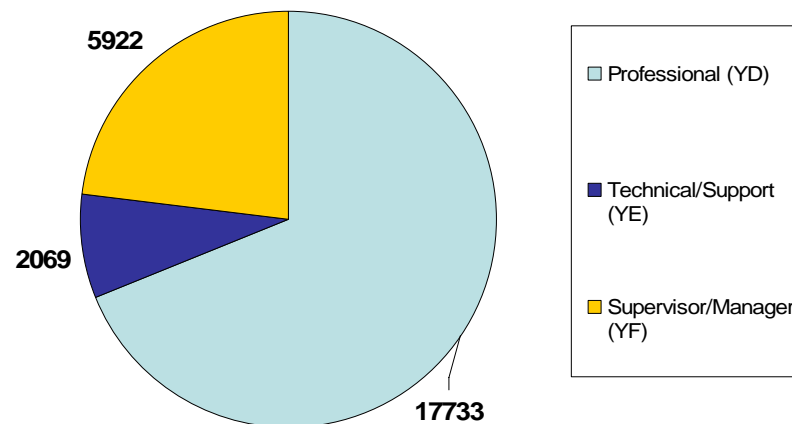
National Security Personnel System			
	Total	% Compared To Total NSPS	% Compared To Total Appropriated Fund Population
Standard Career Group (YA, YB, YC, YP Pay Plans)	83335	72.47%	12.19%
Scientific and Engineering Career Group (YD, YE, YF Pay Plans)	25724	22.37%	3.76%
Medical Career Group (YG, YH, YI, YJ Pay Plans)	2871	2.50%	0.42%
Investigative and Protective Services (YK, YL, YM, YN Pay Plans)	3062	2.66%	0.45%
Total	114992	100.00%	16.82%

National Security Personnel System (Appropriated Fund)



Standard Career Group	Total	% Compared To Total Standard Career Group	% Compared To Total Appropriated Fund Population
Professional/Analytical (YA)	48010	58.05%	7.02%
Technical/Support (YB)	12546	15.05%	1.84%
Supervisor/Manager (YC)	21479	25.77%	3.14%
Student (YP)	1300	1.56%	0.19%
Total	83335	100.00%	12.19%

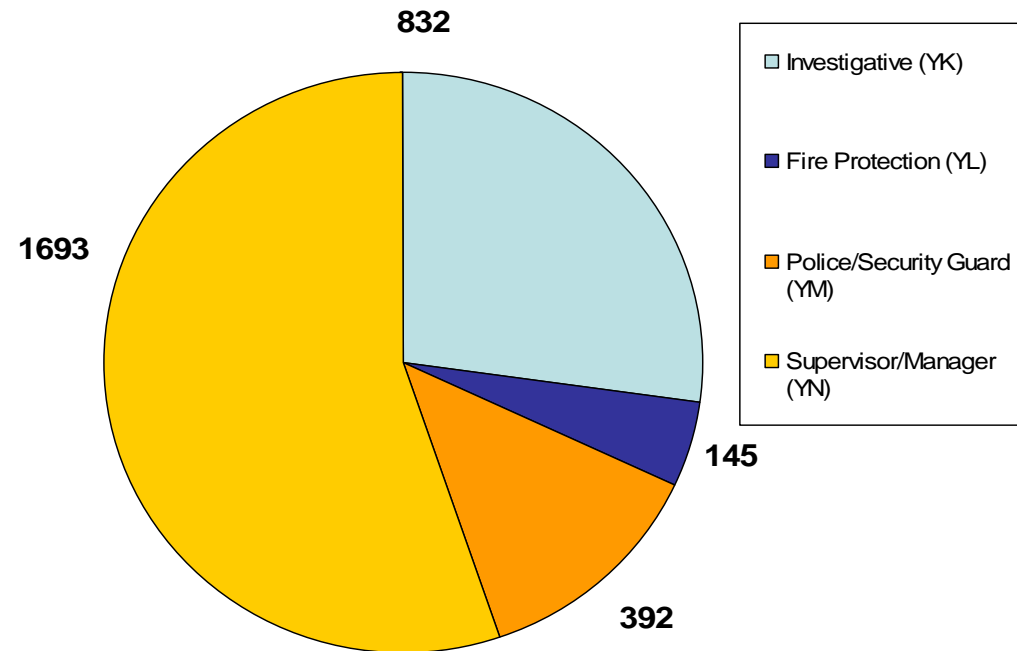
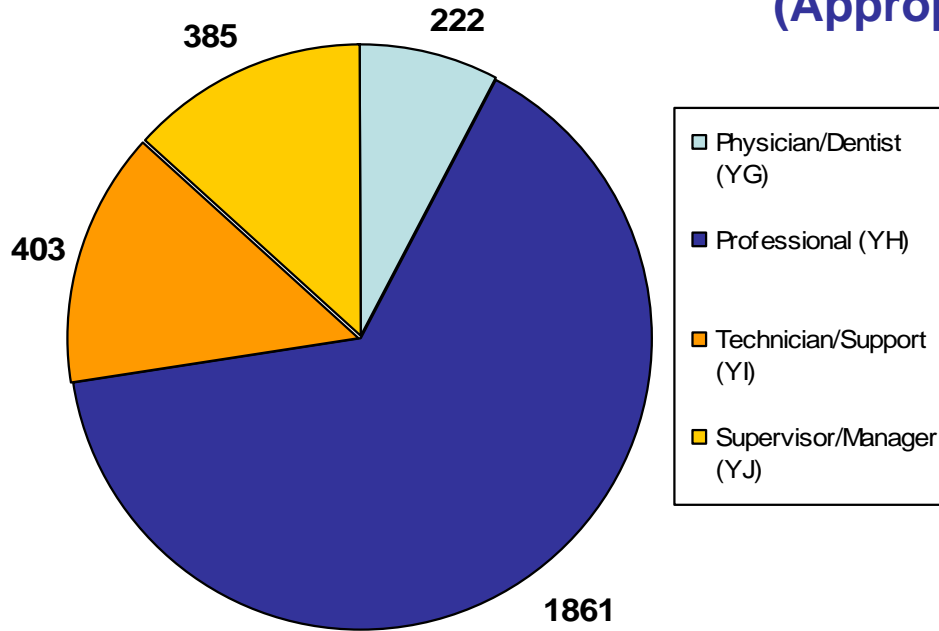
Total Appropriated Fund Population 683515



Scientific and Engineering Career Group	Total	% Compared To Scientific and Engineering Career Group	% Compared To Total Appropriated Fund Population
Professional (YD)	17733	68.94%	2.59%
Technical/Support (YE)	2069	8.04%	0.30%
Supervisor/Manager (YF)	5922	23.02%	0.87%
Total	25724	100.00%	3.76%

Total Appropriated Fund Population 683515

National Security Personnel System (Appropriated Fund)



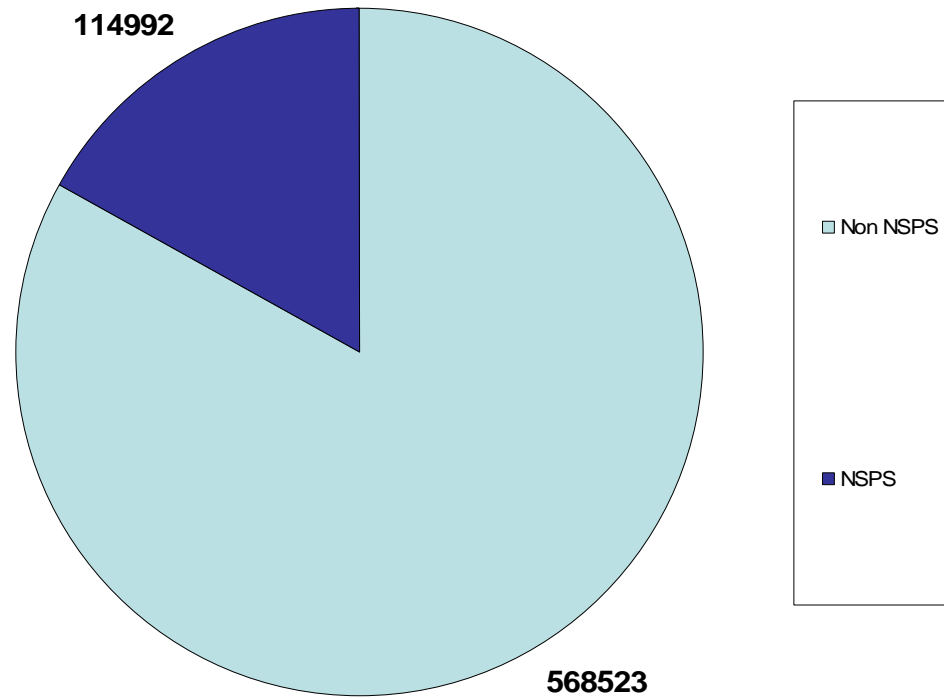
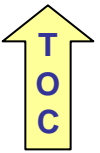
Medical Career Group	Total	% Compared To Total Medical Career Group	% Compared To Total Appropriated Fund Population
Physician/Dentist (YG)	222	7.73%	0.03%
Professional (YH)	1861	64.82%	0.27%
Technician/Support (YI)	403	14.04%	0.06%
Supervisor/Manager (YJ)	385	13.41%	0.06%
Total	2871	100.00%	0.42%

Total Appropriated Fund Population 683515

Investigative and Protective Services	Total	% Compared To Total Investigative and Protective Services	% Compared To Total Appropriated Fund Population
Investigative (YK)	832	27.17%	0.12%
Fire Protection (YL)	145	4.74%	0.02%
Police/Security Guard (YM)	392	12.80%	0.06%
Supervisor/Manager (YN)	1693	55.29%	0.25%
Total	3062	100.00%	0.45%

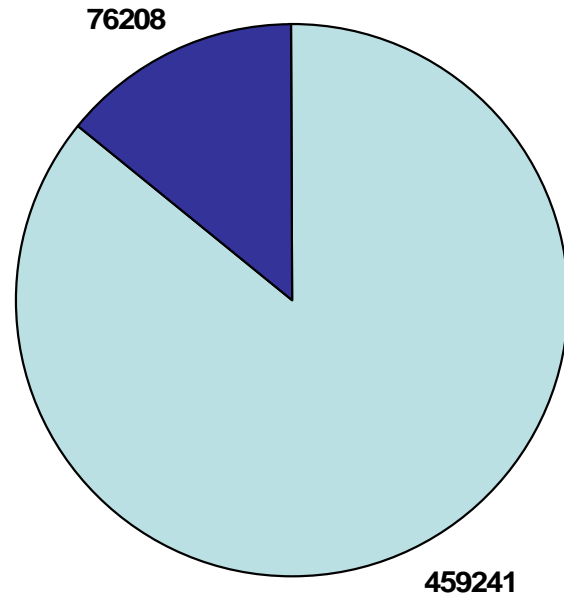
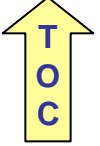
Total Appropriated Fund Population 683515

Non NSPS vs NSPS (Appropriated Fund)

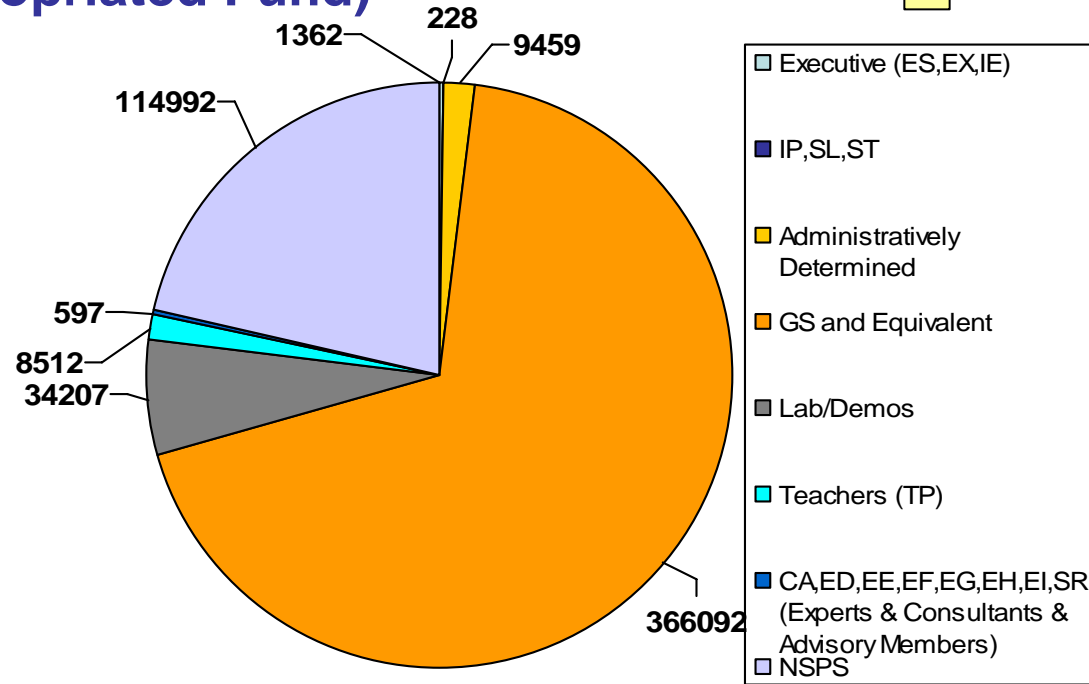


Non NSPS Vs NSPS Population		Total	% Compared To Total Appropriated Fund Population
Non NSPS		568523	83.18%
NSPS		114992	16.82%
Total Appropriated Fund Population		683515	100.00%

White Collar Employees (Appropriated Fund)



□ Non Supervisor
 ■ Supervisor



□ Executive (ES,EX,IE)
 ■ IP,SL,ST
 ■ Administratively Determined
 ■ GS and Equivalent
 ■ Lab/Demos
 ■ Teachers (TP)
 ■ CA,ED,EE,EF,EG,EH,EI,SR (Experts & Consultants & Advisory Members)
 ■ NSPS

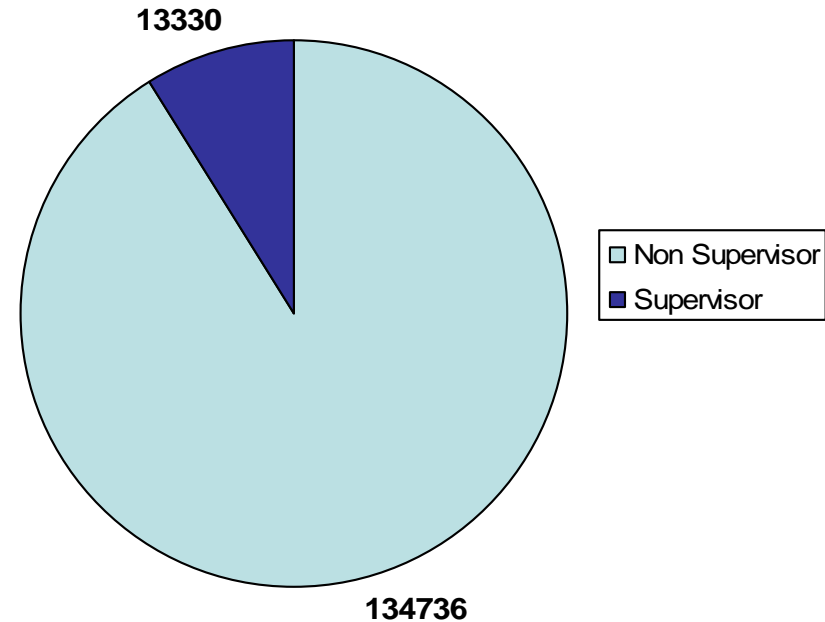
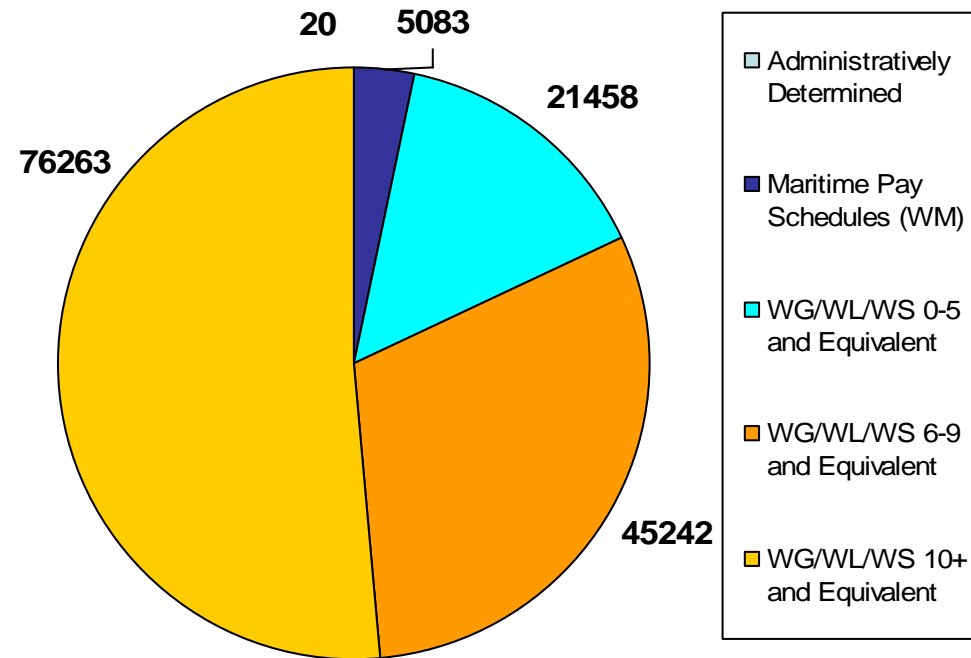
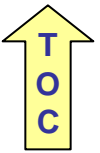
Non Supervisor/Supervisor	Total	% Compared To Total Non Supervisor/Supervisor	% Compared To Total Appropriated Fund Population
Non Supervisor	459241	85.77%	67.18%
Supervisor	76208	14.23%	11.15%
Total	535449	100.00%	78.33%

Total Appropriated Fund Population 683515

White Collar Employees	Total	% Compared To Total White Collar Employees	% Compared To Total Appropriated Fund Population
Executive (ES,EX,IE)	1362	0.25%	0.20%
IP,SL,ST	228	0.04%	0.03%
Administratively Determined	9459	1.77%	1.38%
GS and Equivalent	366092	68.37%	53.56%
Lab/Demos	34207	6.39%	5.00%
Teachers (TP)	8512	1.59%	1.25%
CA,ED,EE,EF,EG,EH,EI,SR(Experts & Consultants & Advisory Members)	597	0.11%	0.09%
NSPS	114992	21.48%	16.82%
Total	535449	100.00%	78.33%

Total Appropriated Fund Population 683515

Blue Collar Workforce (Appropriated Fund)



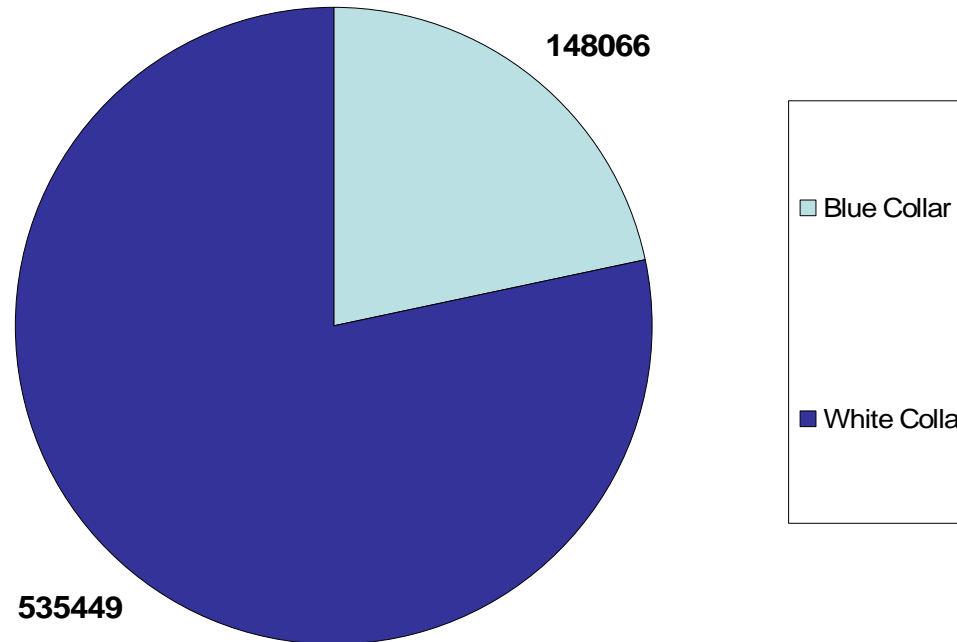
Blue Collar Employees	Total	% Compared To Total Blue Collar Employees	% Compared To Total Appropriated Fund Population
Administratively Determined	20	0.01%	0.00%
Maritime Pay Schedules (WM)	5083	3.43%	0.75%
WG/WL/WS 0-5 and Equivalent	21458	14.49%	3.14%
WG/WL/WS 6-9 and Equivalent	45242	30.56%	6.62%
WG/WL/WS 10+ and Equivalent	76263	51.51%	11.16%
Total	148066	100.00%	21.67%

Total Appropriated Fund Population 683515

Non Supervisor/Supervisor	Total	% Compared To Total Non Supervisor/Supervisor	% Compared To Total Appropriated Fund Population
Non Supervisor	134736	91.00%	19.71%
Supervisor	13330	9.00%	1.96%
Total	148066	100.00%	21.67%

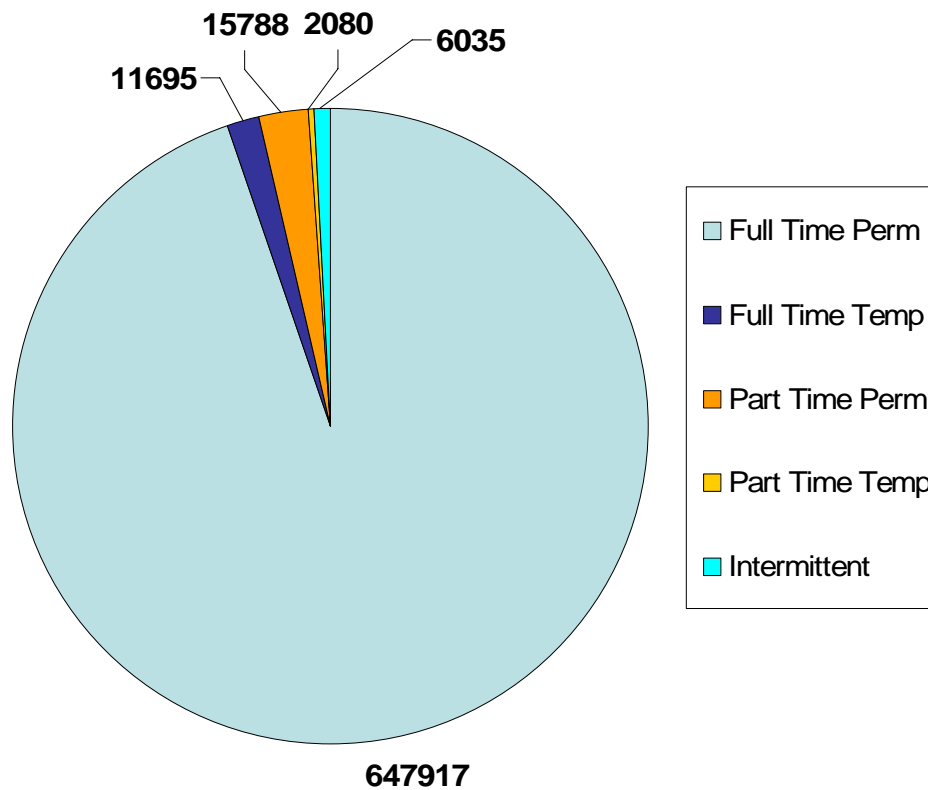
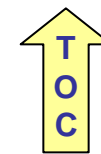
Total Appropriated Fund Population 683515

Blue Collar vs White Collar (Appropriated Fund)



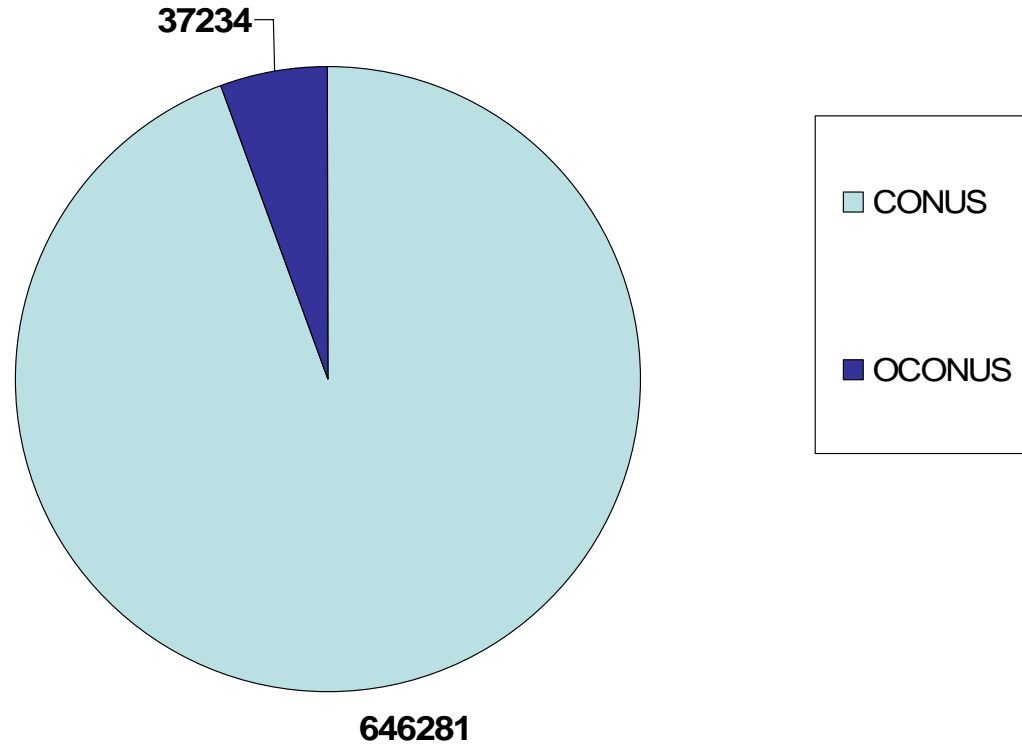
Blue and White Collar	Total	% Compared To Total Appropriated Fund Population
Blue Collar	148066	22%
White Collar	535449	78%
Total	683515	100%

Work Schedule (Appropriated Fund)



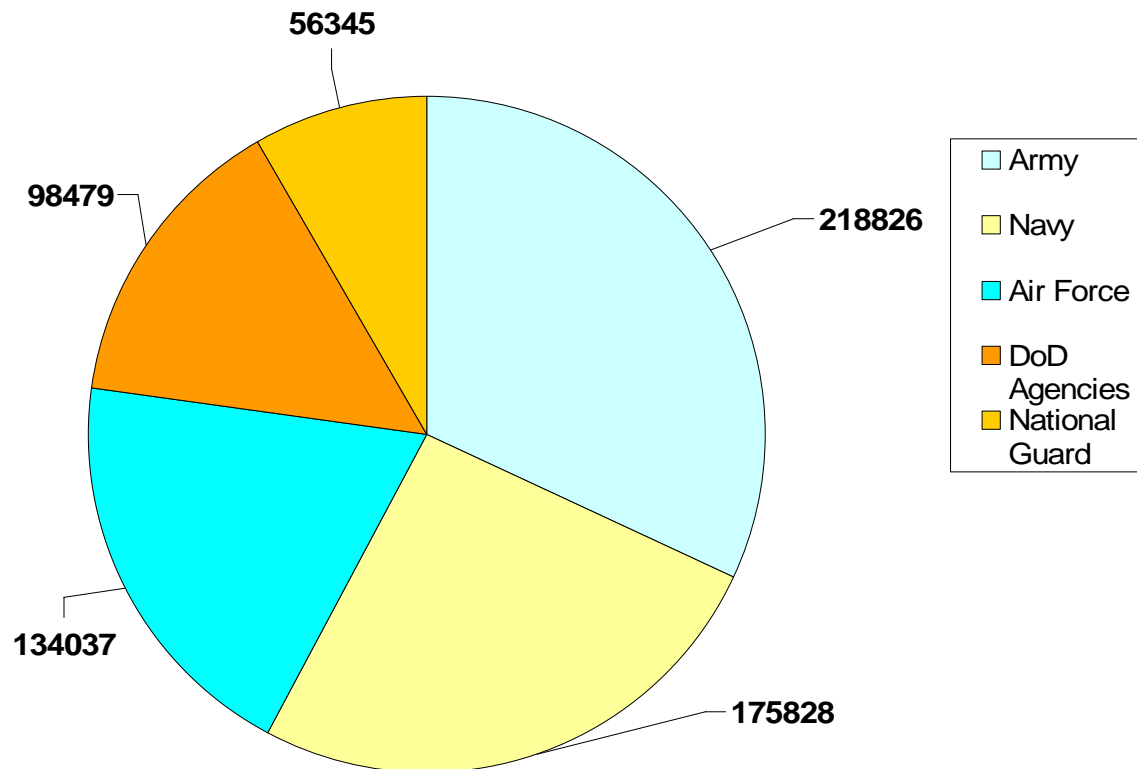
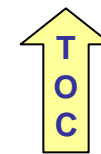
Work Schedule	Total	% Compared To Total Appropriated Fund Population
Full Time Perm	647917	94.79%
Full Time Temp	11695	1.71%
Part Time Perm	15788	2.31%
Part Time Temp	2080	0.31%
Intermittent	6035	0.88%
Total	683515	100%

CONUS vs OCONUS (Appropriated Fund)



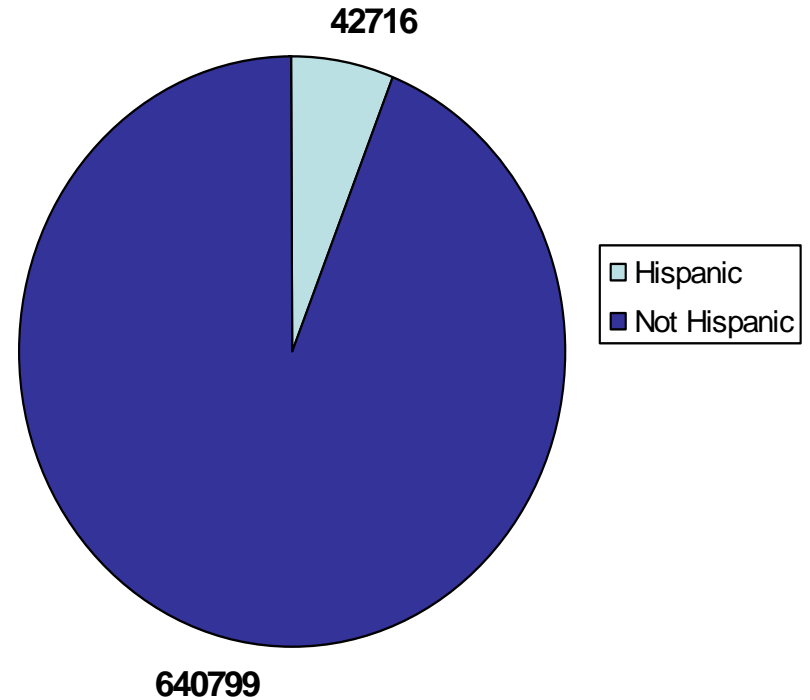
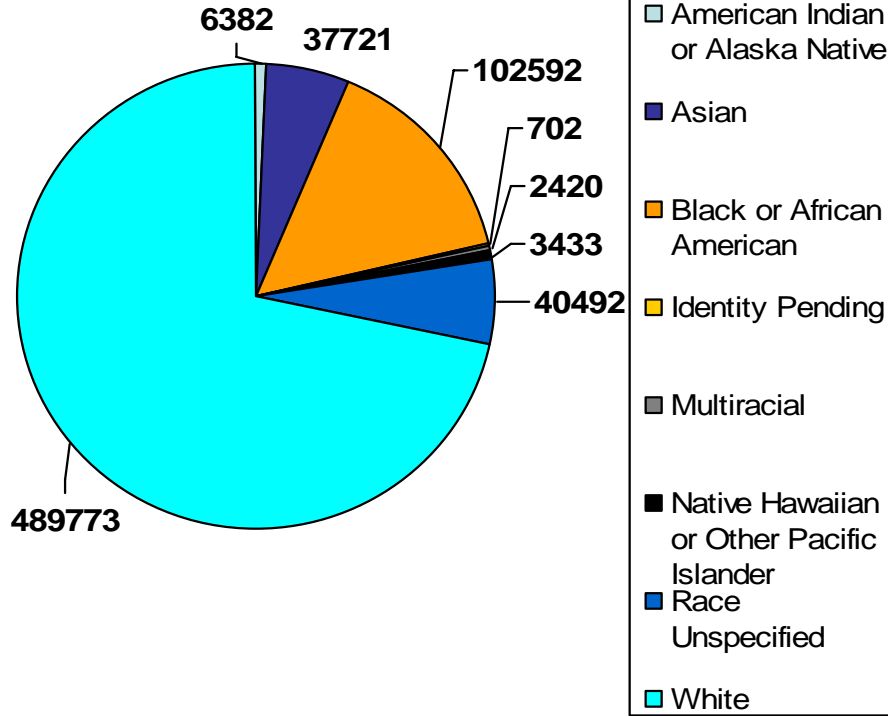
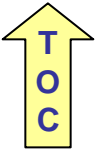
Geographic Location	Total	% Compared To Total Appropriated Fund Population
CONUS	646281	94%
OCONUS	37234	6%
Total	683515	100%

Employees by Component (Appropriated Fund)



Employees by Component	Total	% Compared To Total Appropriated Fund Population
Army	218826	32%
Navy	175828	26%
Air Force	134037	20%
DoD Agencies	98479	14%
National Guard	56345	8%
Total	683515	100%

General Workforce Demographics (Appropriated Fund)

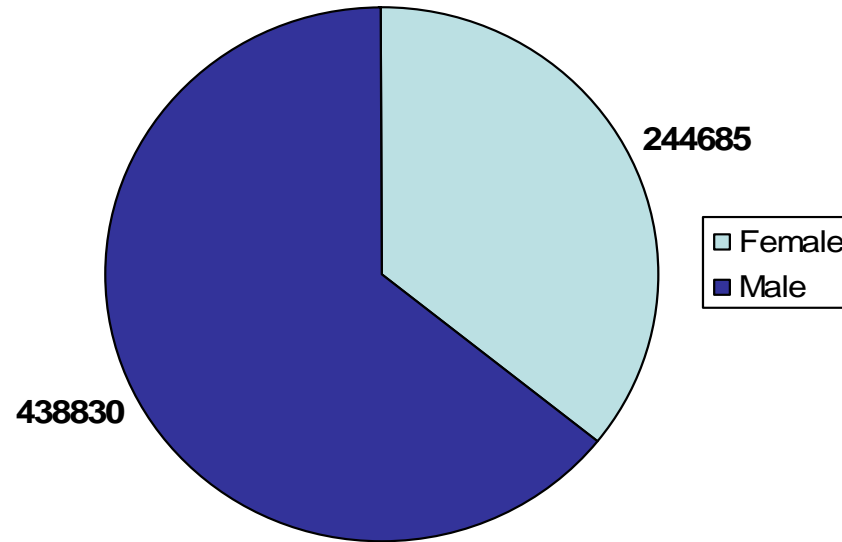
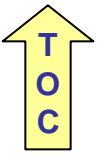


Race Designation	Total	% Compared To Total Appropriated Fund Population
American Indian or Alaska Native	6382	1%
Asian	37721	6%
Black or African American	102592	15%
Identity Pending	702	0%
Mutiracial	2420	0%
Native Hawaiian or Other Pacific Islander	3433	0%
*Race Unspecified	40492	6%
White	489773	72%
Total	683515	100%

Ethnicity	Total	% Compared To Total Appropriated Fund Population
Hispanic	42716	6%
Not Hispanic	640799	94%
Total	683515	100%

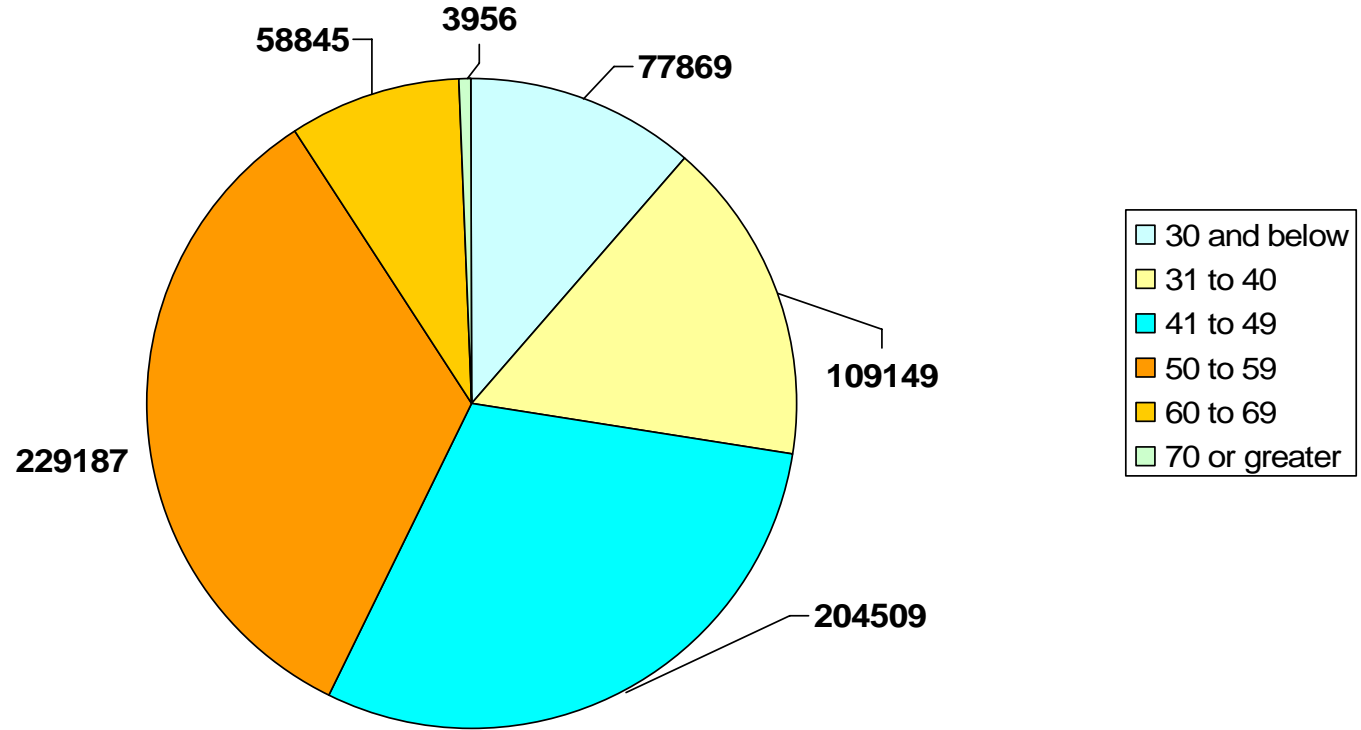
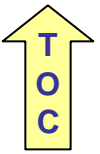
*This group is composed primarily of those individuals who are designated as Hispanic but do not have a race designation.

General Workforce Demographics (Appropriated Fund)



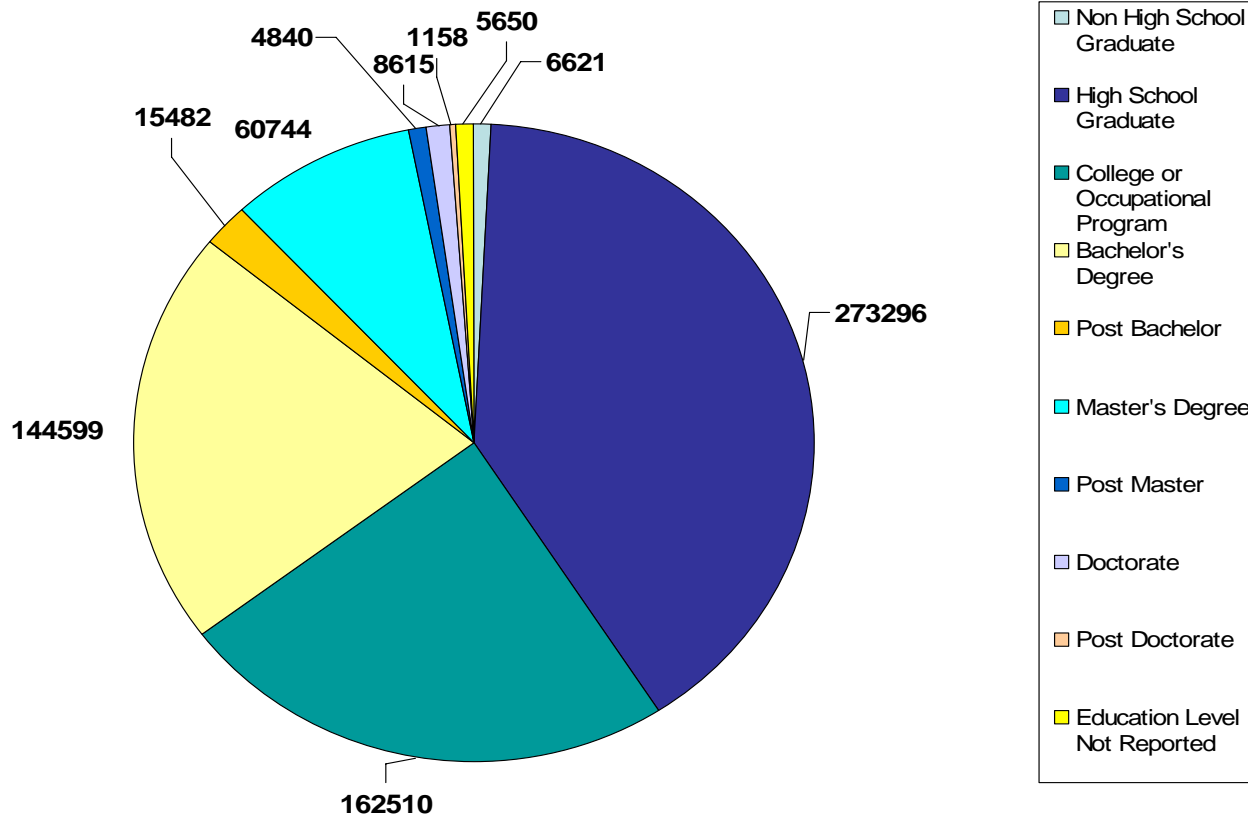
Gender	Total	% Compared To Total Appropriated Fund Population
Female	244685	36%
Male	438830	64%
Total	683515	100%

General Workforce Demographics (Appropriated Fund)



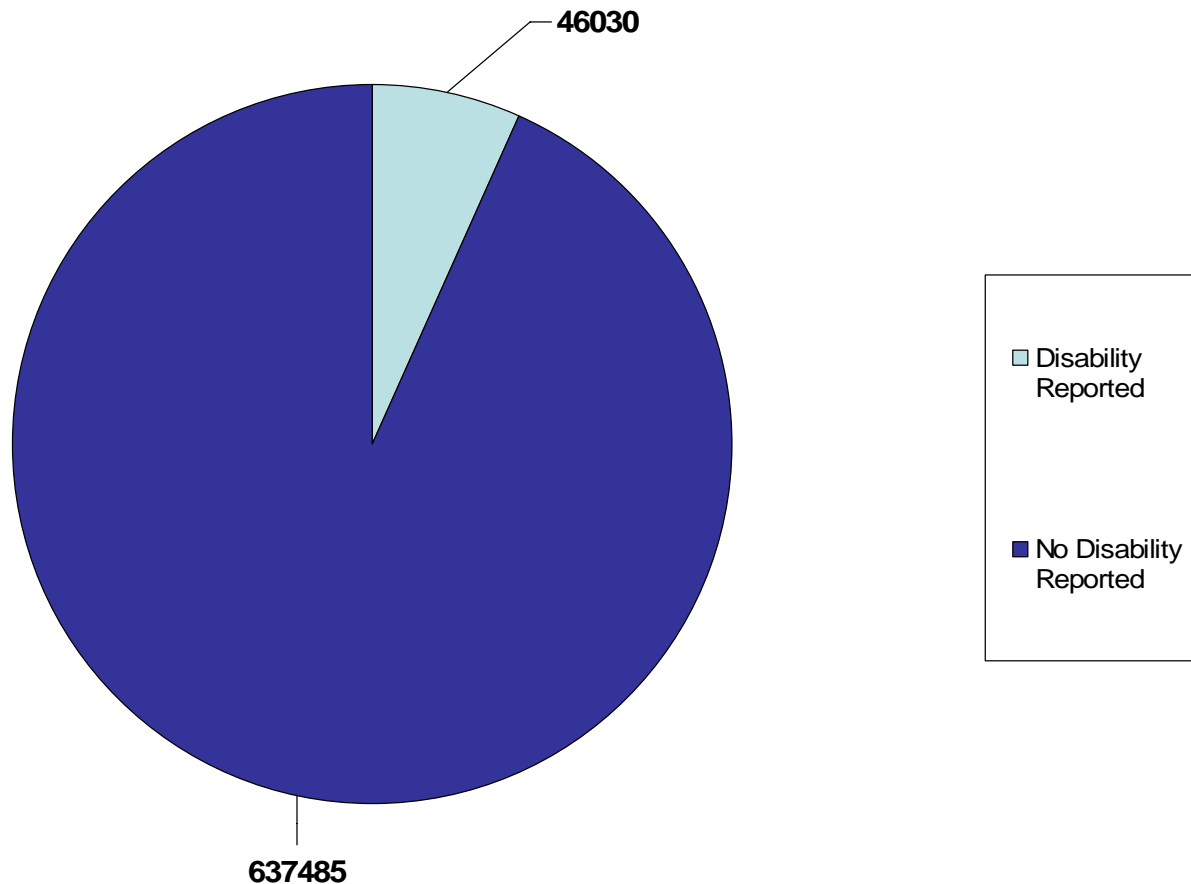
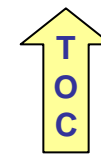
Age	Total	% Compared To Total Appropriated Fund Population
30 and below	77869	11%
31 to 40	109149	15%
41 to 49	204509	30%
50 to 59	229187	34%
60 to 69	58845	9%
70 or greater	3956	1%
Total	683515	100%

Education Levels (Appropriated Fund)



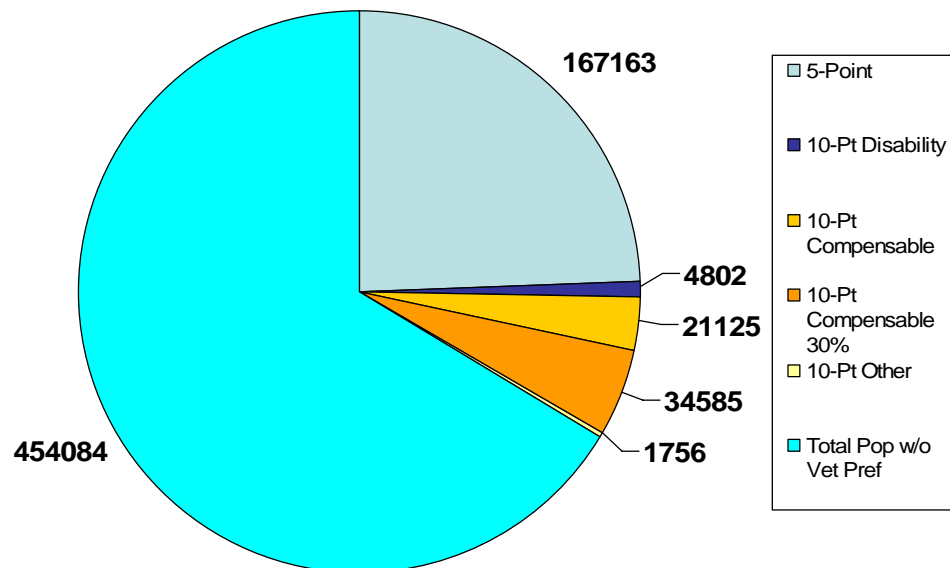
Education	Total	% Compared To Total Appropriated Fund Population
Non High School Graduate	6621	1%
High School Graduate	273296	40%
College or Occupational Program	162510	24%
Bachelor's Degree	144599	21%
Post Bachelor	15482	2%
Master's Degree	60744	9%
Post Master	4840	1%
Doctorate	8615	1%
Post Doctorate	1158	0%
Education Level Not Reported	5650	1%
Total	683515	100%

Disabilities Reported (Appropriated Fund)



Disability/No Disability	Total	% Compared To Total Appropriated Fund Population
Disability Reported	46030	7%
No Disability Reported	637485	93%
Total	683515	100%

Veterans' Preference (Appropriated Fund)



Note: (1) Data includes Appropriated Fund and Military Technicians Records only. It excludes LNs, NAF, AGR.

(2) List of Values

5-Point: Veteran is entitled to 5-point preference

10-Point/Disability: Veteran is entitled to 10-point preference due to a service-connected disability but receives no compensation

10-Point/Compensable: Veteran is entitled to 10-point preference due to a service connected disability of less than 30 percent but receives compensation

10-Point/Compensable/30 Percent: Veteran is entitled to 10-point preference due to a service connected disability of 30 percent or more that entitles vet to compensation

10-Point/Other: Other person entitled to 10-point preference:

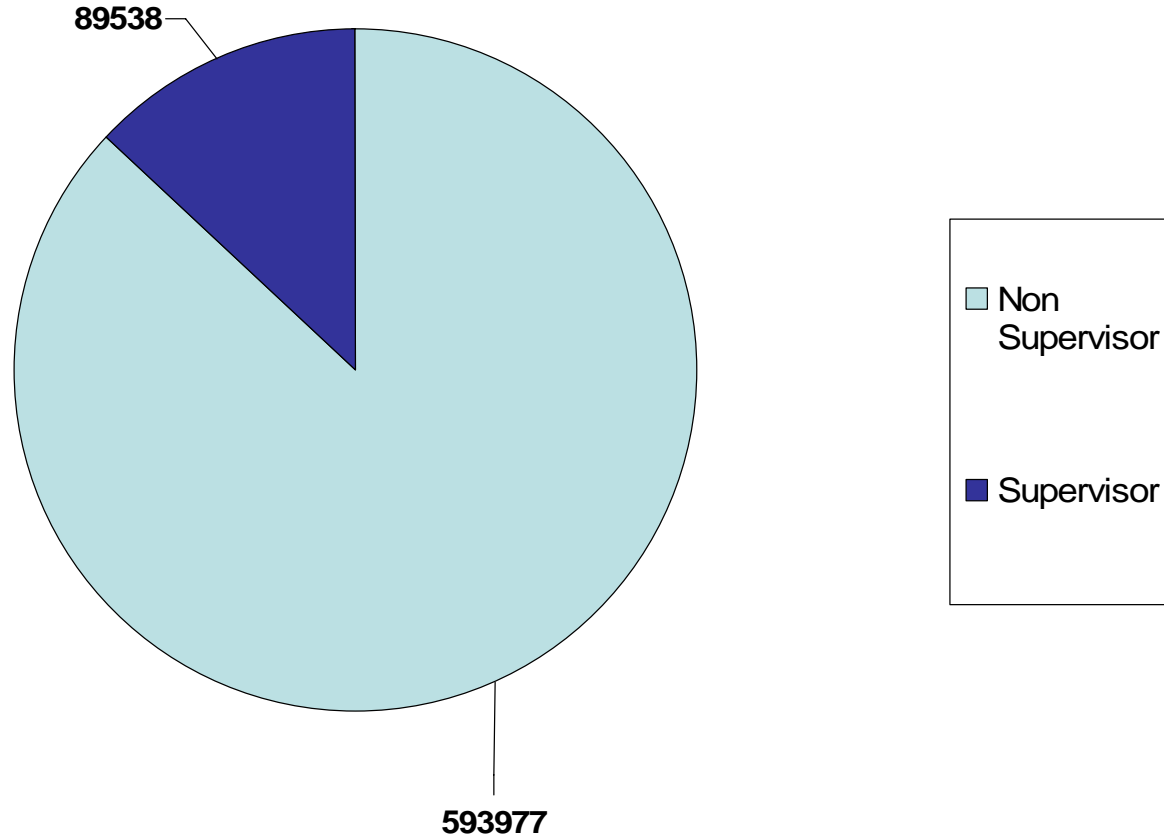
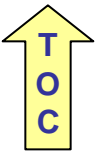
(1) Both the spouse and mother of veterans occupationally disabled because of a service-connected disability; and/or

(2) The widow/widower and mother of a deceased wartime veteran

Veterans' Preference by Component as of Oct 31, 2007																
	5-Point	% of Total for Component	10-Pt Disability	% of Total for Component	10-Pt Compensable	% of Total for Component	10-Pt Compensable 30%	% of Total for Component	10-Pt Other	% of Total for Component	Total Vets with Pref	% of Total for Component	Total Pop w/o Vet Pref	% of Total for Component	Total DoD Civ	Total % DoD Civ
Air Force	44108	32.91%	1050	0.78%	5965	4.45%	8882	6.63%	345	0.26%	60350	45.02%	73687	54.98%	134,037	20.02%
Army	58203	26.60%	1879	0.86%	8387	3.83%	14926	6.82%	668	0.31%	84063	38.42%	134763	61.58%	218,826	32.01%
DoD Agencies	17781	18.06%	623	0.63%	2186	2.22%	3706	3.76%	377	0.38%	24673	25.05%	73806	74.95%	98,479	14.41%
Natl Guard	21	0.04%	1	*	1	*	0	*	1	*	24	0.04%	56321	99.96%	56,345	8.16%
Navy	47050	26.76%	1249	0.71%	4586	2.61%	7071	4.02%	365	0.21%	60321	34.31%	115507	65.69%	175,828	25.72%
Grand Total	167163	24.46%	4802	0.70%	21125	3.09%	34585	5.06%	1756	0.26%	229431	33.57%	454084	66.43%	683515	100%

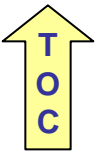
* Percentage is greater than two decimals, insignificant for comparing purposes

Supervisor to Employee Ratio – Total Workforce (Appropriated Fund)

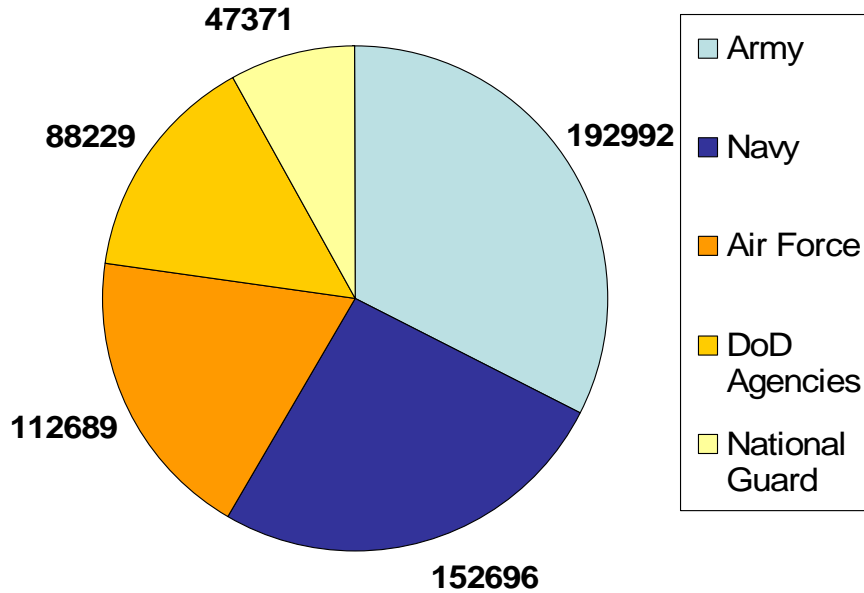


Non Supervisor/Supervisor	Total	% Compared To Total Appropriated Fund Population
Non Supervisor	593977	87%
Supervisor	89538	13%
Total	683515	100%

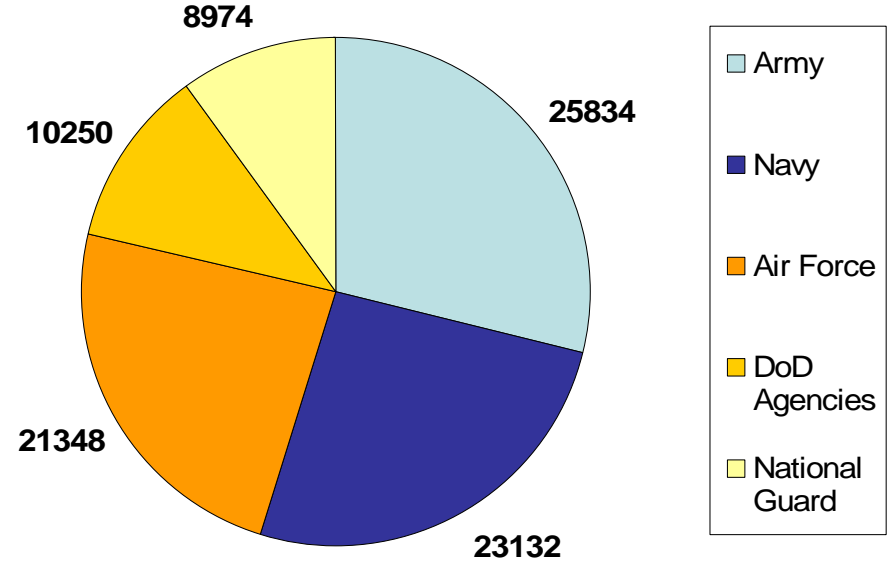
Non Supervisor/Supervisor by Components (Appropriated Fund)



Non Supervisor by Components



Supervisor by Components



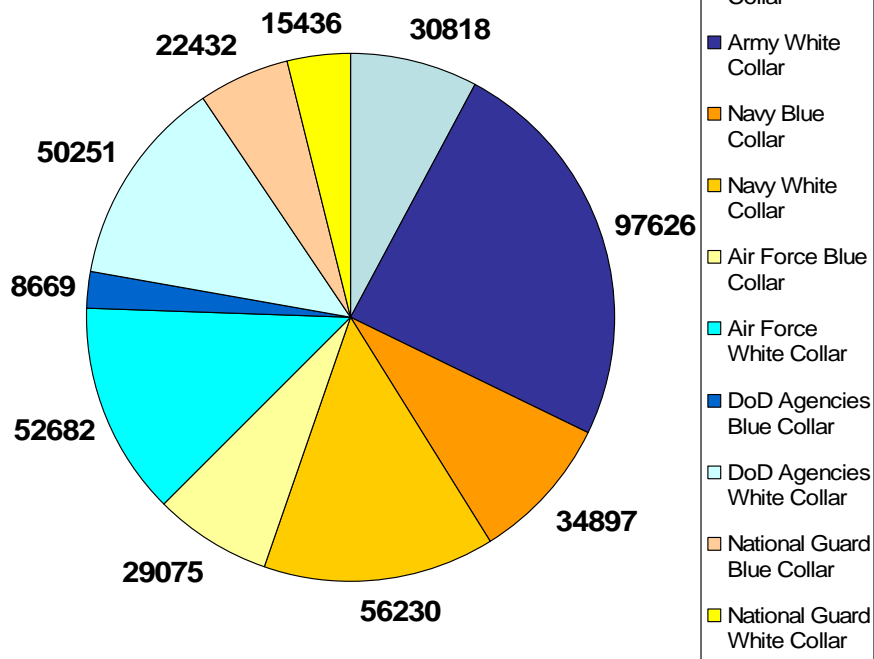
Non Supervisory Status	Total	% Compared To Non Supervisory Status	% Compared To Total Appropriated Fund Population
Army	192992	32%	28%
Navy	152696	26%	23%
Air Force	112689	19%	17%
DoD Agencies	88229	15%	13%
National Guard	47371	8%	7%
Total	593977	100%	88%

Supervisory Status	Total	% Compared To Total Supervisory Status	% Compared To Total Appropriated Fund Population
Army	25834	29%	4%
Navy	23132	26%	3%
Air Force	21348	24%	3%
DoD Agencies	10250	11%	1%
National Guard	8974	10%	1%
Total	89538	100%	12%

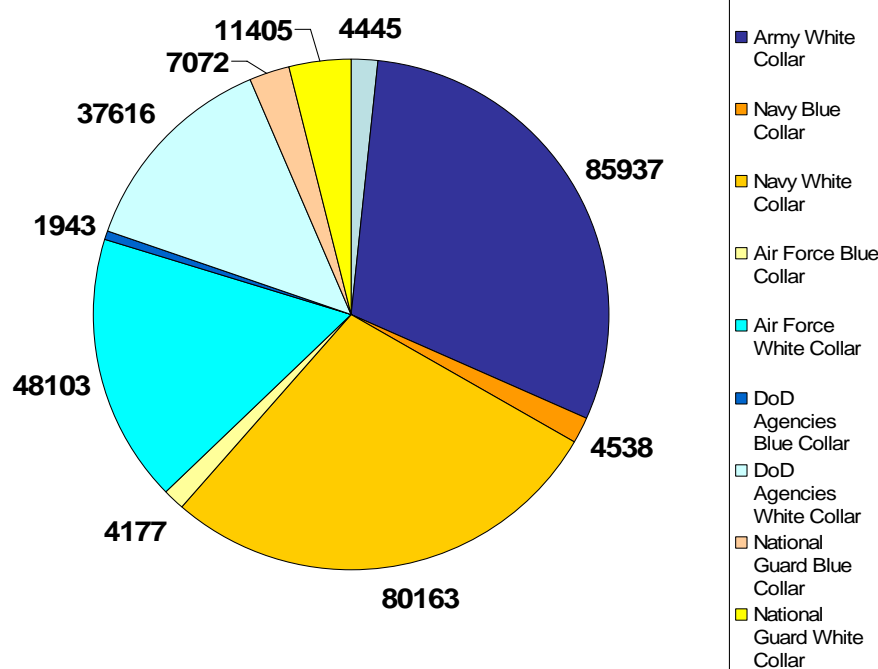
Bargaining vs Non Bargaining (Appropriated Fund)



Bargaining Unit Employees



Non Bargaining Unit Employees



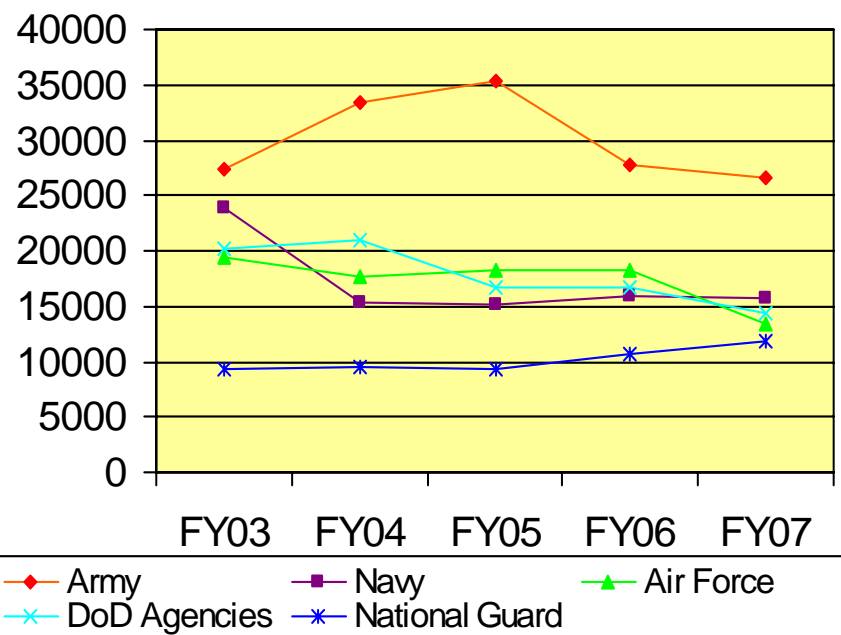
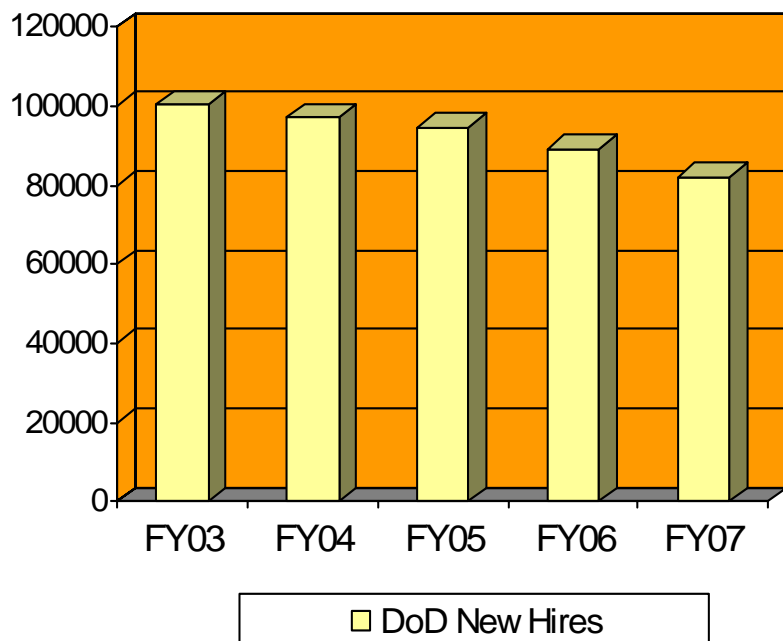
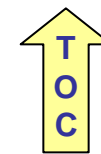
Bargaining Unit	Total	% Compared To Total Bargaining Unit	% Compared To Total Appropriated Fund Population
Army Blue Collar	30818	7.7%	4.5%
Army White Collar	97626	24.5%	14.2%
Navy Blue Collar	34897	8.8%	5.1%
Navy White Collar	56230	14.1%	8.2%
Air Force Blue Collar	29075	7.3%	4.2%
Air Force White Collar	52682	13.2%	7.7%
DoD Agencies Blue Collar	8669	2.2%	1.3%
DoD Agencies White Collar	50251	12.6%	7.4%
National Guard Blue Collar	22432	5.6%	3.3%
National Guard White Collar	15436	3.9%	2.3%
Total	398116	100.0%	58.2%

Non Bargaining Unit	Total	% Compared To Total Non Bargaining Unit	% Compared To Total Appropriated Fund Population
Army Blue Collar	4445	1.6%	0.7%
Army White Collar	85937	30.1%	12.6%
Navy Blue Collar	4538	1.6%	0.7%
Navy White Collar	80163	28.1%	11.7%
Air Force Blue Collar	4177	1.5%	0.6%
Air Force White Collar	48103	17.0%	7.0%
DoD Agencies Blue Collar	1943	0.7%	0.3%
DoD Agencies White Collar	37616	13.2%	5.5%
National Guard Blue Collar	7072	2.5%	1.0%
National Guard White Collar	11405	4.0%	1.7%
Total	285399	100.0%	41.8%

Total Appropriated Fund Population 683515

Total Appropriated Fund Population 683515

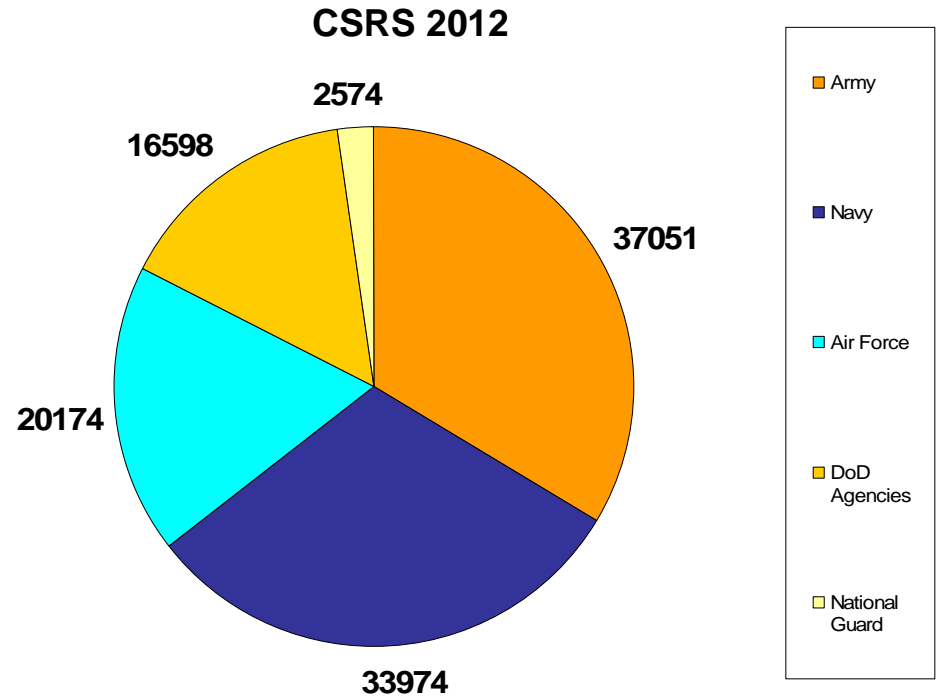
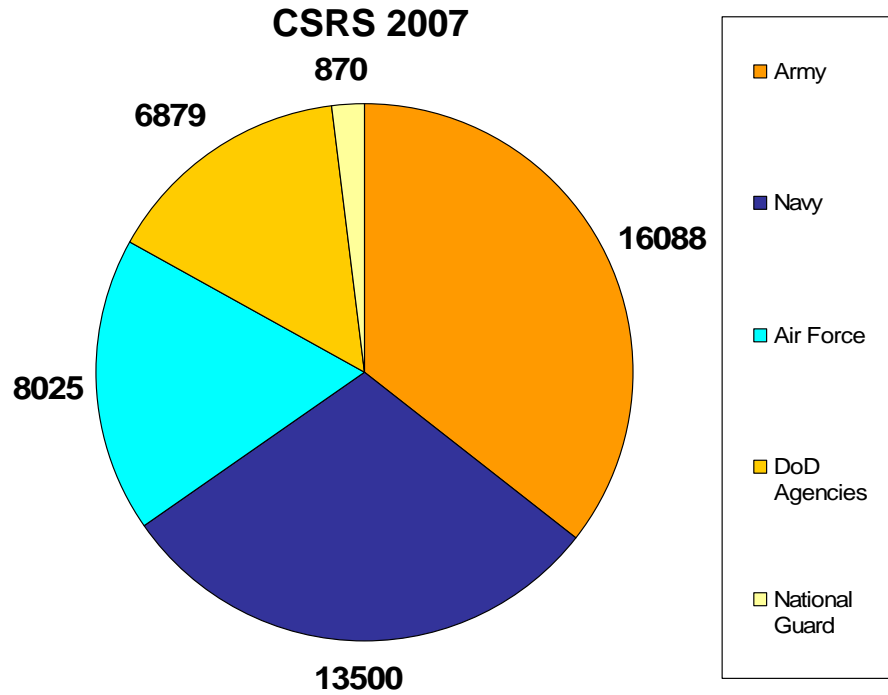
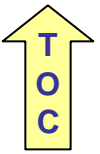
New Hires (Appropriated Fund)



DoD New Hires	Total	% Compared To Total DoD New Hires
FY03	100258	22%
FY04	96951	21%
FY05	94617	20%
FY06	89095	19%
FY07	82005	18%
Total DoD New Hires	462926	100%

DoD New Hires	FY03	FY04	FY05	FY06	FY07	Total	% Compared To Total DoD New Hires
Army	27379	33434	35385	27684	26509	150391	32%
Navy	23887	15325	15052	15833	15745	85842	19%
Air Force	19405	17761	18281	18307	13454	87208	19%
DoD Agencies	20174	20942	16603	16668	14424	88811	19%
National Guard	9413	9489	9296	10603	11873	50674	11%
Total New DoD Hires	100258	96951	94617	89095	82005	462926	100%

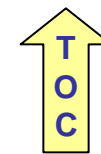
CSRS Retirement Eligibility Optional Retirement (Appropriated Fund)



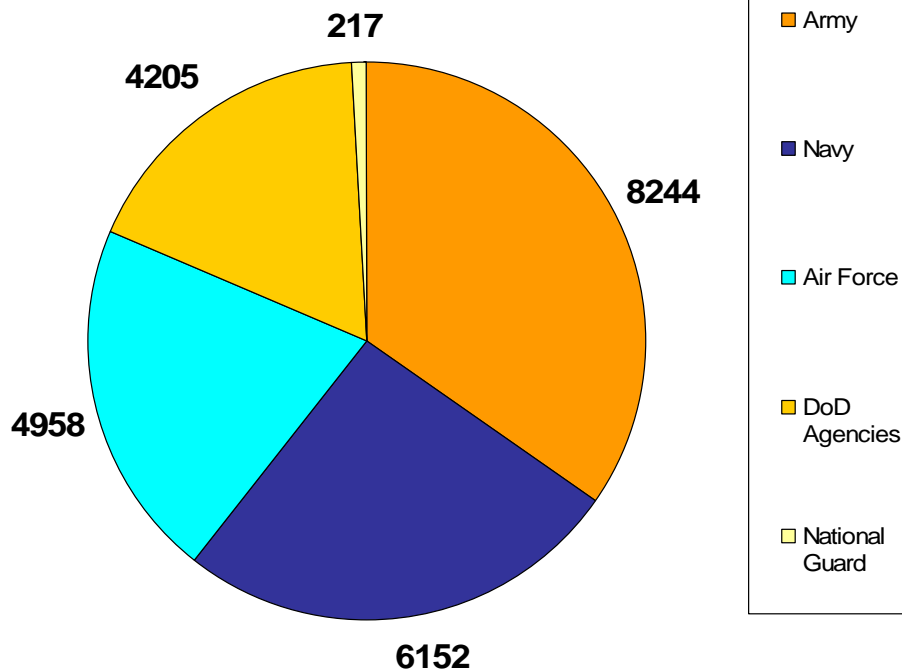
CSRS Retirement Eligibility as of Oct 2007					
Component	Total Employees	CSRS Employee Count	CSRS Employees Eligible for Optional Retirement	% of Total CSRS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	218,826	45,543	16,088	35%	2%
Navy	175,828	43,794	13,500	29%	2%
Air Force	134,037	26,102	8,025	31%	1%
DoD Agencies	98,479	20,804	6,879	33%	1%
National Guard	56,345	3,343	870	26%	0%
Grand Total	683,515	139,586	45,362	32%	6%

CSRS Retirement Eligibility as of Oct 2012					
Component	Total Employees	CSRS Employee Count	CSRS Employees Eligible for Optional Retirement	% of Total CSRS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	218,826	45,543	37,051	81%	6%
Navy	175,828	43,794	33,974	78%	5%
Air Force	134,037	26,102	20,174	77%	3%
DoD Agencies	98,479	20,804	16,598	80%	2%
National Guard	56,345	3,343	2,574	77%	0%
Grand Total	683,515	139,586	110,371	79%	16%

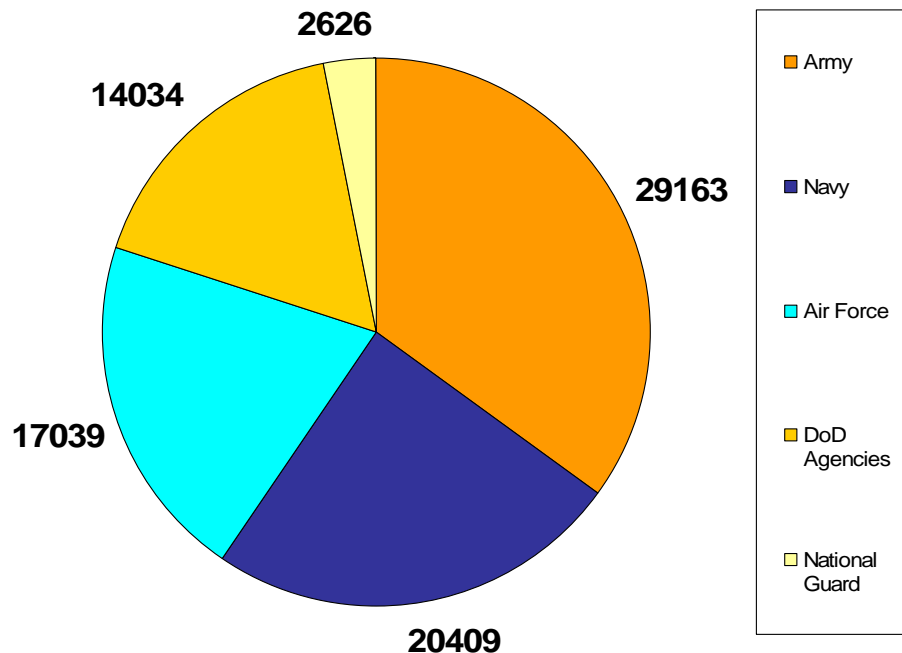
FERS Retirement Eligibility Optional Retirement (Appropriated Fund)



FERS 2007



FERS 2012



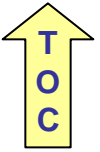
FERS Retirement Eligibility as of Oct 2007

Component	Total Employees	FERS Employee Count	FERS Employees Eligible for Optional Retirement	% of Total FERS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	218,826	167,196	8,244	5%	1%
Navy	175,828	129,998	6,152	5%	1%
Air Force	134,037	105,071	4,958	5%	1%
DoD Agencies	98,479	69,765	4,205	6%	1%
National Guard	56,345	48,956	217	0%	0%
Grand Total	683,515	520,986	23,776	5%	4%

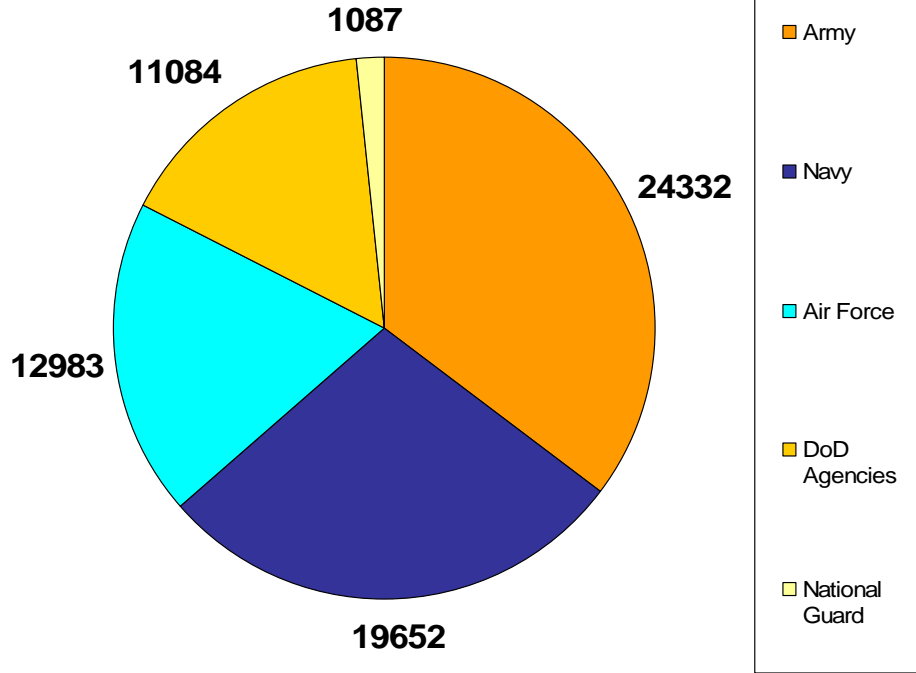
FERS Retirement Eligibility as of Oct 2012

Component	Total Employees	FERS Employee Count	FERS Employees Eligible for Optional Retirement	% of Total FERS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	218,826	167,196	29,163	17%	4%
Navy	175,828	129,998	20,409	16%	3%
Air Force	134,037	105,071	17,039	16%	3%
DoD Agencies	98,479	69,765	14,034	20%	2%
National Guard	56,345	48,956	2,626	4%	0%
Grand Total	683,515	520,986	83,271	16%	12%

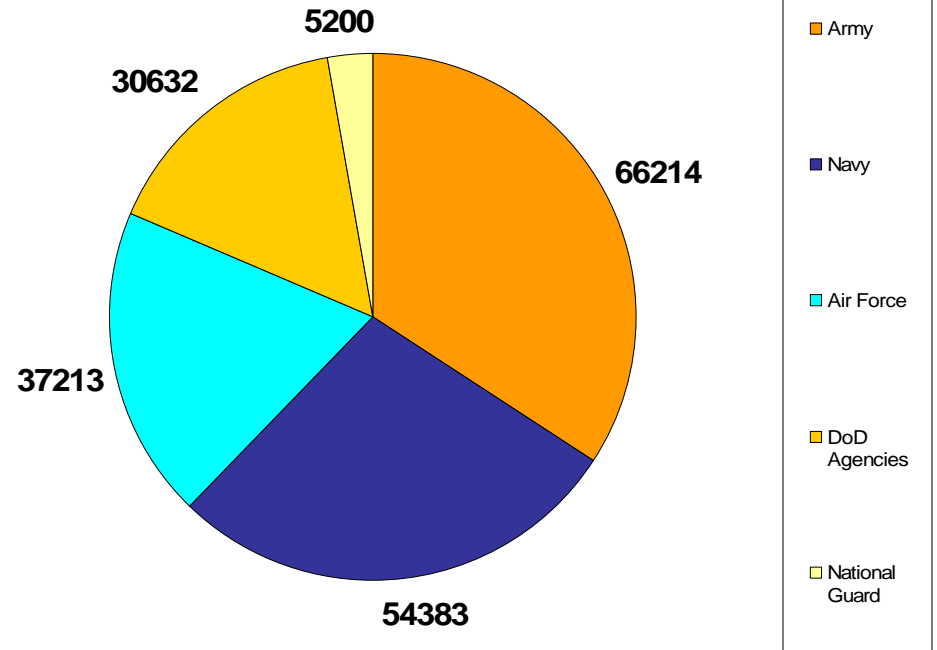
CSRS & FERS Retirement Eligibility Optional Retirement (Appropriated Fund)



CSRS & FERS 2007



CSRS & FERS 2012



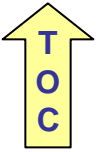
CSRS & FERS Retirement Eligibility as of Oct 2007

Component	Total Employees	CSRS & FERS Employee Count	CSRS & FERS Employees Eligible for Optional Retirement	% of Total CSRS & FERS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	218,826	212,739	24,332	11%	3%
Navy	175,828	173,792	19,652	11%	3%
Air Force	134,037	131,173	12,983	10%	2%
DoD Agencies	98,479	90,569	11,084	12%	2%
National Guard	56,345	52,299	1,087	2%	0%
Grand Total	683,515	660,572	69,138	10%	10%

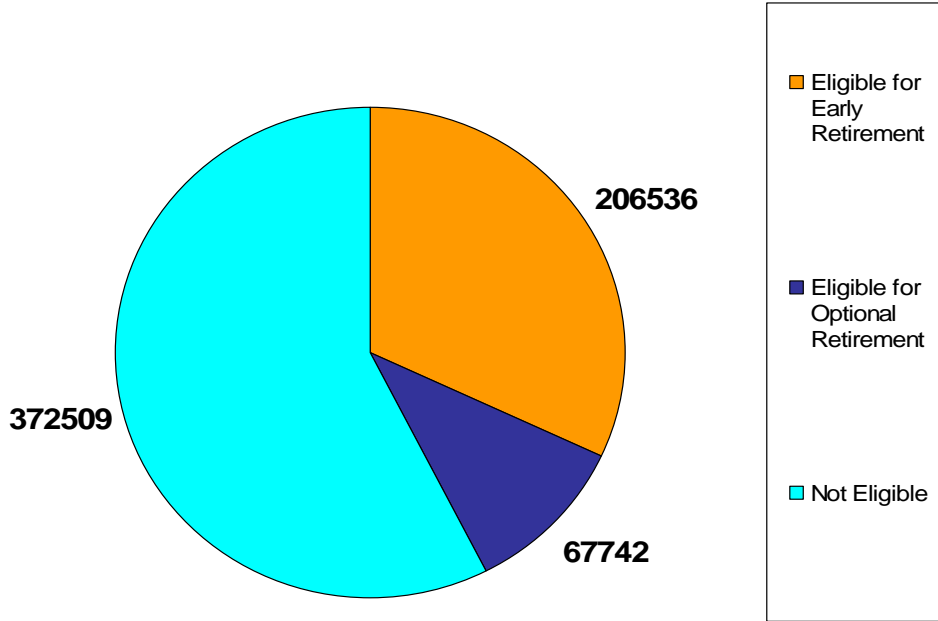
CSRS & FERS Retirement Eligibility as of Oct 2012

Component	Total Employees	CSRS & FERS Employee Count	CSRS & FERS Employees Eligible for Optional Retirement	% of Total CSRS & FERS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	218,826	212,739	66,214	31%	10%
Navy	175,828	173,792	54,383	31%	8%
Air Force	134,037	131,173	37,213	28%	5%
DoD Agencies	98,479	90,569	30,632	34%	4%
National Guard	56,345	52,299	5,200	10%	1%
Grand Total	683,515	660,572	193,642	29%	28%

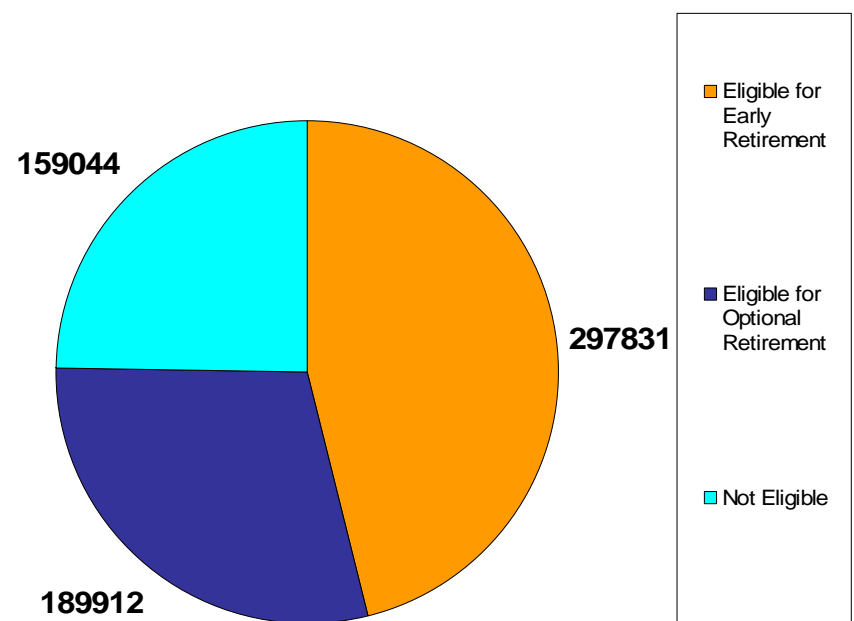
CSRS & FERS Retirement Eligibility Early & Optional Retirement (Appropriated Fund – Permanent Employees)



Current Retirement Eligibility



2012 Retirement Eligibility



CSRS & FERS Retirement Eligibility as of Oct 2007

Total Employees in CSRS & FERS	CSRS & FERS Permanent Employees Eligible for Early Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Early Retirement	CSRS & FERS Permanent Employees Eligible for Optional Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Optional Retirement	Total CSRS & FERS Permanent Employees Eligible for Early and Optional Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Early & Optional Retirement
646,787	206,536	32%	67,742	10%	274,278	42%

CSRS & FERS Retirement Eligibility as of Oct 2012

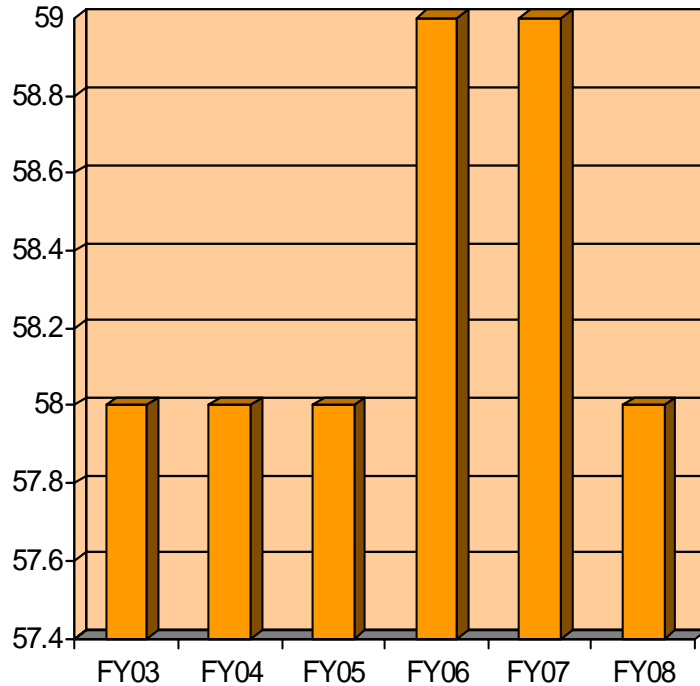
Total Employees in CSRS & FERS	CSRS & FERS Permanent Employees Eligible for Early Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Early Retirement	CSRS & FERS Permanent Employees Eligible for Optional Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Optional Retirement	Total CSRS & FERS Permanent Employees Eligible for Early and Optional Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Early & Optional Retirement
646,787	297,831	46%	189,912	29%	487,743	76%

Data represents permanent employees in the FERS/CSRS retirement plans. Special retirement plans are not included.

This chart reflects actual eligibility of the current population assuming they remain the next 5 years. It is not a true projection.

Average Retirement Age and Average Years of Service at Retirement (Appropriated Fund)

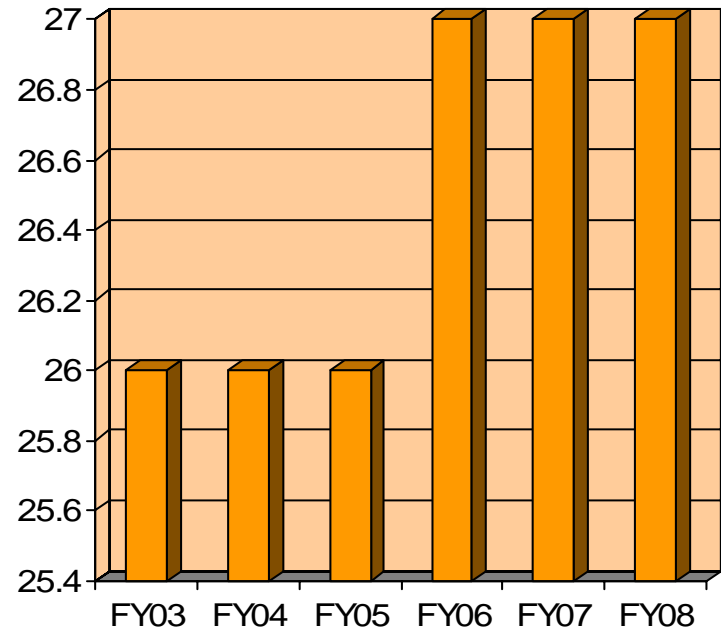
Average Retirement Age



■ Average Retirement Age

Average Retirement Age	
FY03	58
FY04	58
FY05	58
FY06	59
FY07	59
FY08 (From Oct 1, 2007 to Oct 31, 2007)	58

Average Years of Service at Retirement

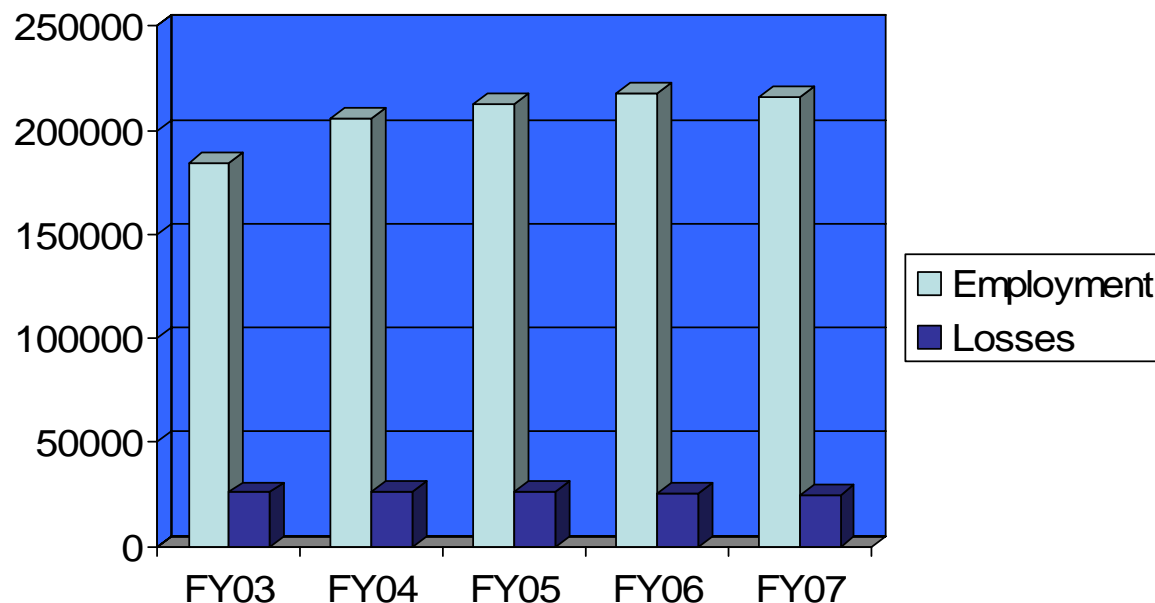


■ Average Years of Service at Retirement

Average Years of Service at Retirement	
FY03	26
FY04	26
FY05	26
FY06	27
FY07	27
FY08 (From Oct 1, 2007 to Oct 31, 2007)	27

Army Turnover Rate* (Appropriated Fund)

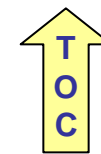
Army Turnover – All Separations



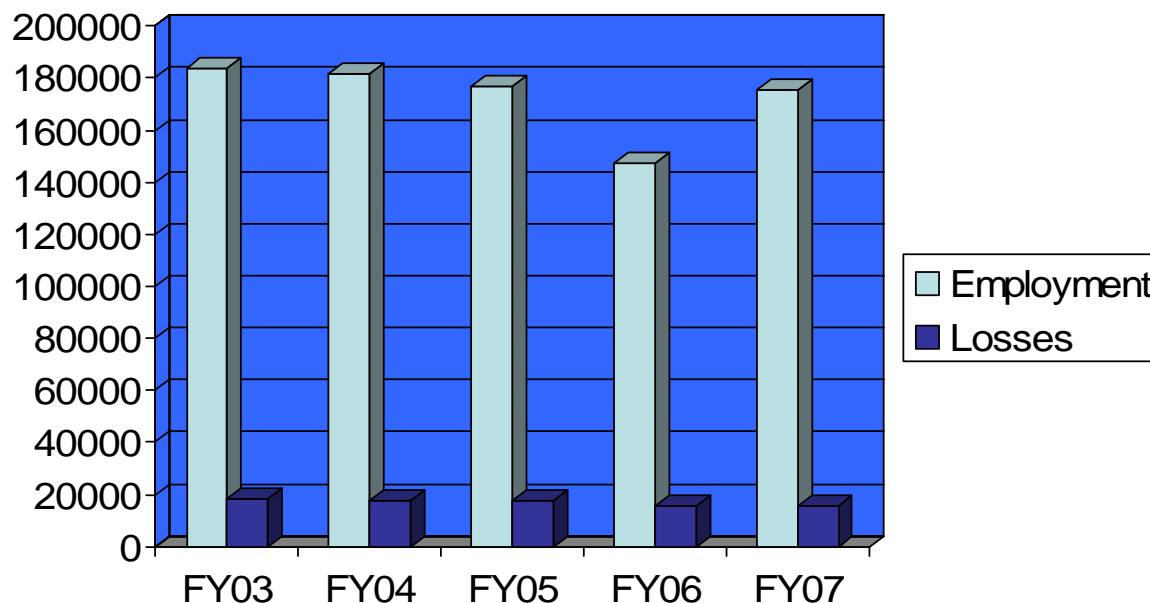
Army Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY03	184461	25930	14%
FY04	205370	26581	13%
FY05	212269	26183	12%
FY06	217938	25306	12%
FY07	215975	24355	11%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

Navy Turnover Rate* (Appropriated Fund)



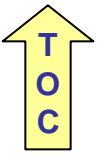
Navy Turnover – All Separations



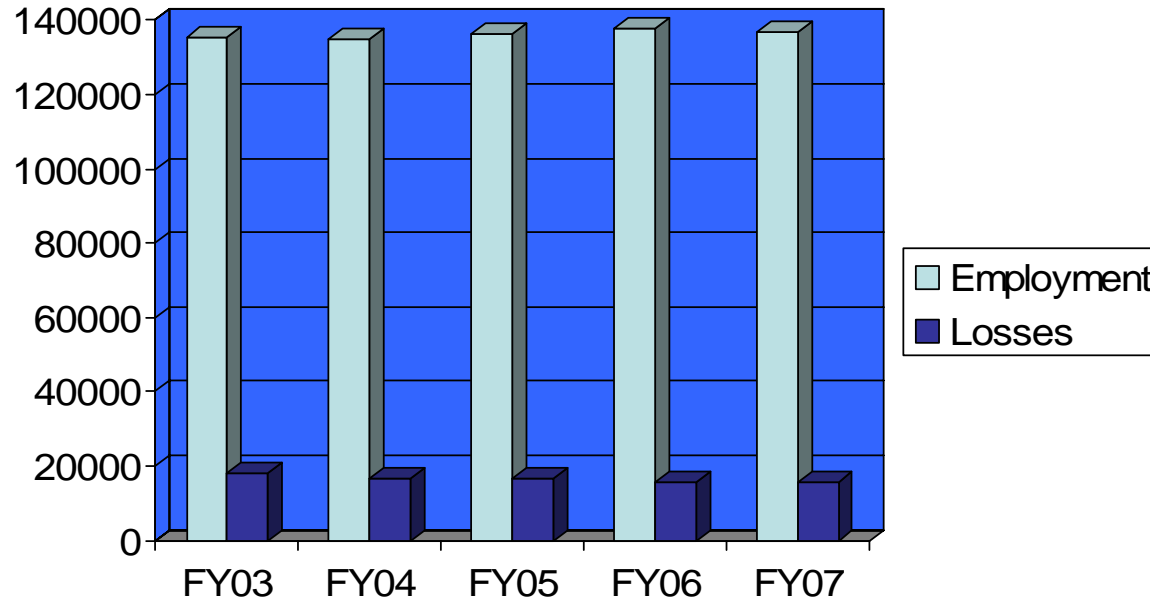
Navy Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY03	183993	18292	10%
FY04	181406	17700	10%
FY05	177053	17476	10%
FY06	147626	15466	10%
FY07	175229	15649	9%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

Air Force Turnover Rate* (Appropriated Fund)



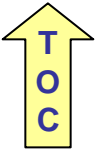
Air Force Turnover – All Separations



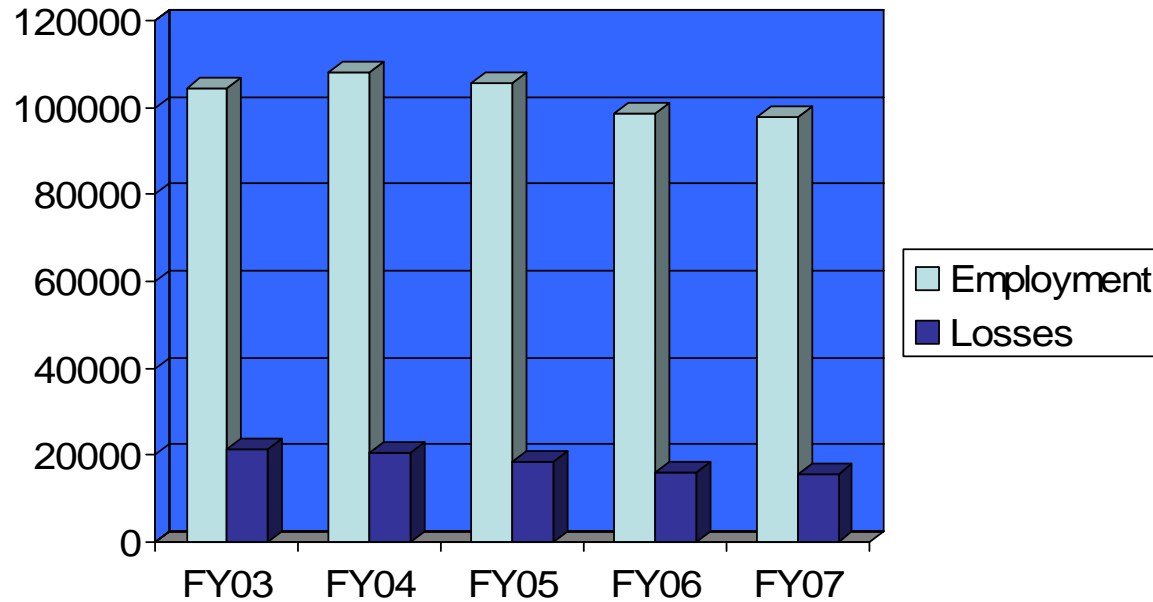
Air Force Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY03	135165	18138	13%
FY04	135020	16729	12%
FY05	136242	16605	12%
FY06	137896	15878	12%
FY07	136580	15640	11%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

DoD Agencies Turnover Rate* (Appropriated Fund)



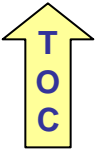
DoD Agencies Turnover – All Separations



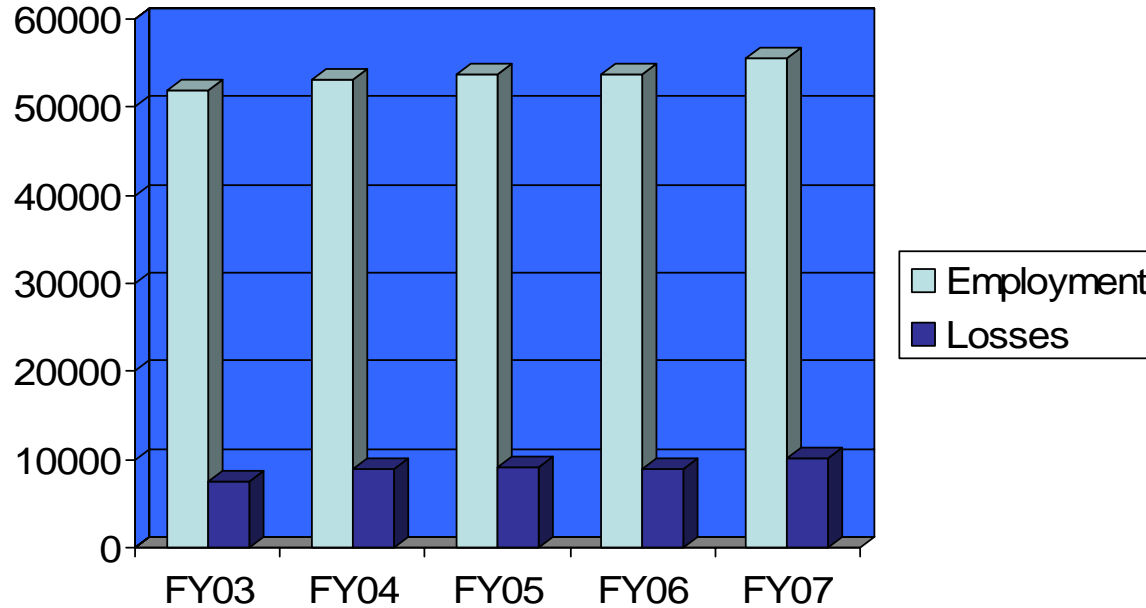
DoD Agencies Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY03	104635	21129	20%
FY04	108218	20328	19%
FY05	105549	18257	17%
FY06	98621	15837	16%
FY07	97756	15666	16%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

National Guard Turnover Rate* (Appropriated Fund)



National Guard Turnover – All Separations



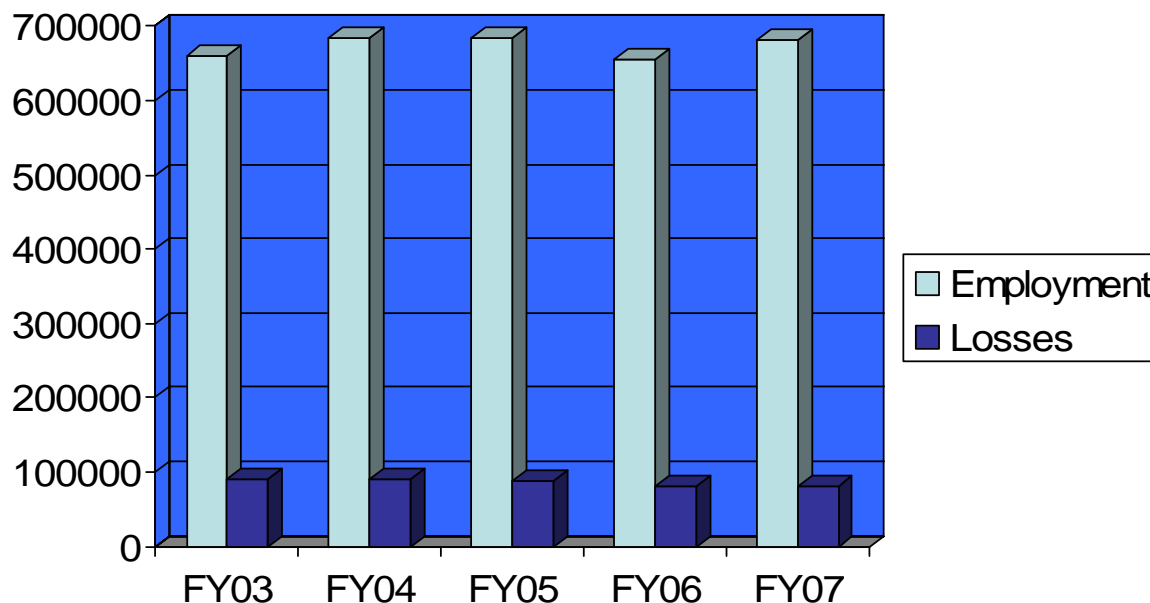
National Guard Turnover Rate			
	Employment Nat. Guard Technicians	All Nat. Guard Technicians Losses	% of Nat. Guard Technicians Losses compared to Employment
FY03	51970	7597	15%
FY04	53035	8823	17%
FY05	53710	9108	17%
FY06	53628	8881	17%
FY07	55482	10166	18%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

All DoD Turnover Rate* (Appropriated Fund)



All DoD Turnover – All Separations



All DoD Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY03	660225	91086	14%
FY04	683049	90161	13%
FY05	684824	87629	13%
FY06	655710	81368	12%
FY07	681023	81476	12%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

All DoD Reemployed Annuitants* (Appropriated Fund)



All DoD – All Reemployed Annuitants



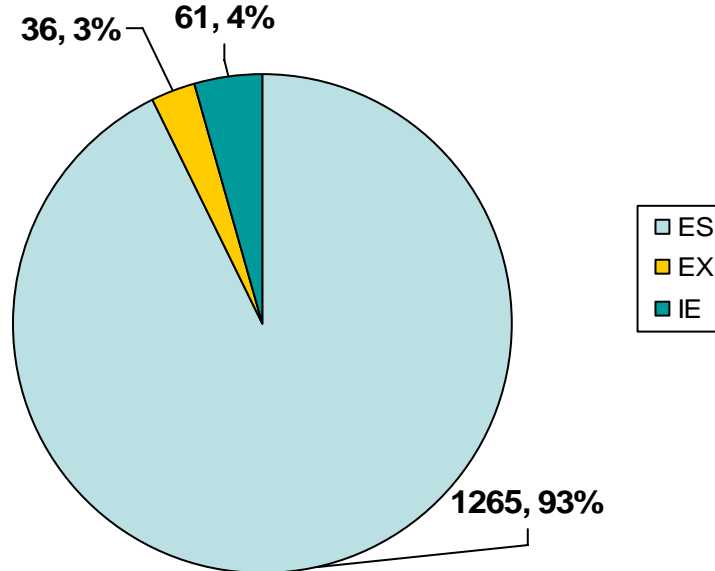
Mar 18, 2004, authority to allow Reemployed Annuitants to receive full salary and annuity benefits.

	FY03			FY04			FY05			FY06			FY07			FY08 (From Oct 1, 2007 to Oct 31, 2007)		
	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment
Army	184461	445	0.24%	205370	393	0.19%	212269	625	0.29%	201431	862	0.43%	217897	1264	0.58%	218826	1293	0.59%
Navy	183993	314	0.17%	181406	286	0.16%	177053	289	0.16%	176415	266	0.15%	176471	302	0.17%	175828	309	0.18%
Air Force	135165	179	0.13%	135020	161	0.12%	136242	169	0.12%	139214	180	0.13%	135440	208	0.15%	134037	213	0.16%
Natl Guard	51970	25	0.05%	53035	62	0.12%	53710	168	0.31%	97696	88	0.09%	56166	67	0.12%	56345	77	0.14%
DoD Agencies	104635	230	0.22%	108218	257	0.24%	105549	310	0.29%	54917	192	0.35%	97096	258	0.27%	98479	269	0.27%
All DoD	660224	1193	0.18%	683049	1159	0.17%	684823	1561	0.23%	669673	1588	0.24%	683070	2099	0.31%	683515	2161	0.32%

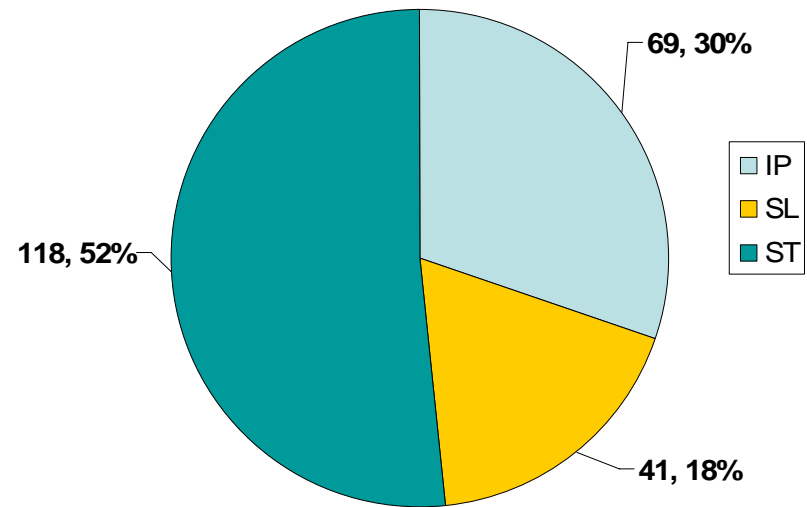
*Note: DCPDS codes of A, B, G, 1 and 6 (Reemployed FERS Annuitant, Former Reemployed FERS Annuitant not subject to salary reduction, Reemployed CSRS Annuitant, Reemployed CSRS Annuitant not subject to salary reduction) were used.

DoD Executives and Senior Level Employees (Appropriated Fund)

**Senior Executive Service/
 Executive Pay/Intelligence Executive**



**Intelligence Professional/
 Senior Level Positions/Scientific and
 Professional**



Executive Service/Executive Pay/Intelligence Executive	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Total ES	1265	92.88%	0.1851%
Total EX	36	2.64%	0.0053%
Total IE	61	4.48%	0.0089%
Total	1362	100.00%	**0.1993%

Total Appropriated Fund Population 683515

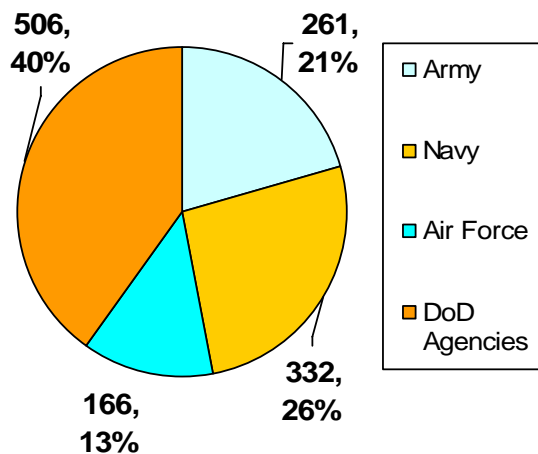
** Percentage shown in this report may not add to totals due to rounding

Intelligence Professional/Senior Level Positions/Scientific and Professional	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Total IP	69	30.26%	0.0101%
Total SL	41	17.98%	0.0060%
Total ST	118	51.76%	0.0173%
Total	228	100.00%	0.0334%

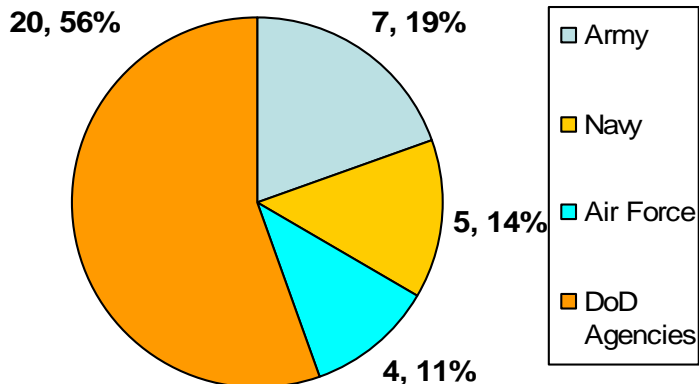
Total Appropriated Fund Population 683515

DoD Executives by Component (Appropriated Fund)

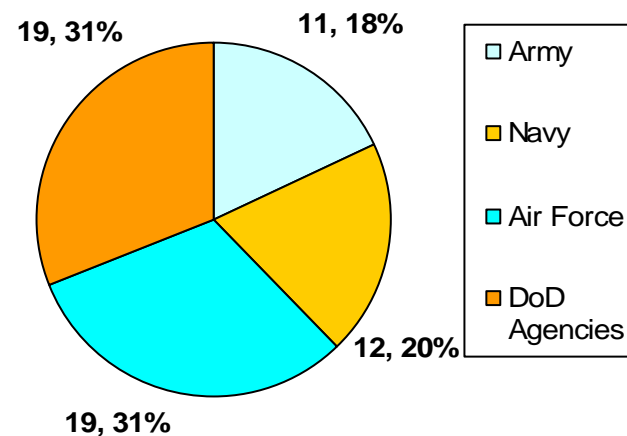
Senior Executive Service



Executive Pay



Intelligence Executive



Senior Executive Service	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Army	261	20.63%	0.0382%
Navy	332	26.25%	0.0486%
Air Force	166	13.12%	0.0243%
DoD Agencies	506	40.00%	0.0740%
Total	1265	100.00%	**0.1851%

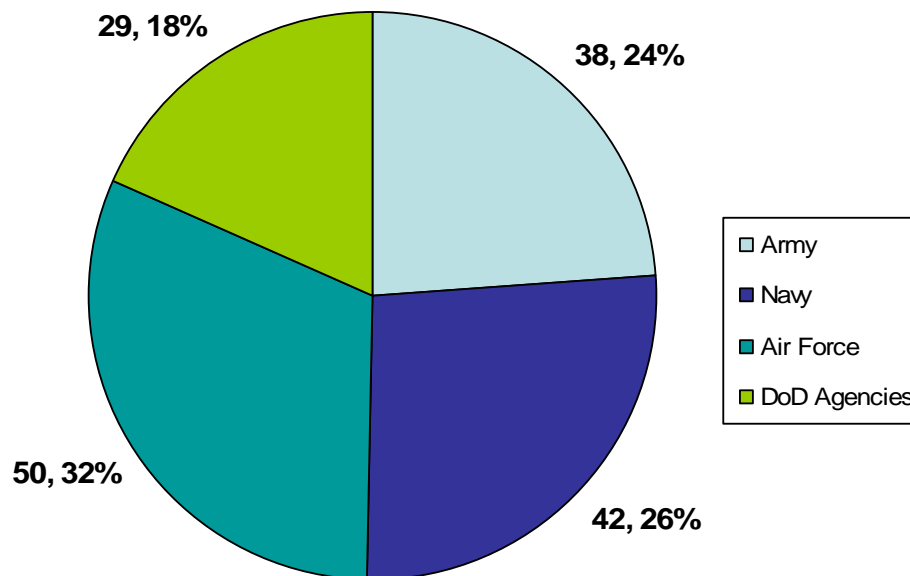
Executive Pay	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Army	7	19.44%	0.0010%
Navy	5	13.89%	0.0007%
Air Force	4	11.11%	0.0006%
DoD Agencies	20	55.56%	0.0029%
Total	36	100.00%	**0.0052%

Intelligence Executive	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Army	11	18.03%	0.0016%
Navy	12	19.67%	0.0018%
Air Force	19	31.15%	0.0028%
DoD Agencies	19	31.15%	0.0028%
Total	61	100.00%	**0.0099%

Total Appropriated Fund Population 683515

**Percentage shown in these reports may not add to totals due to rounding

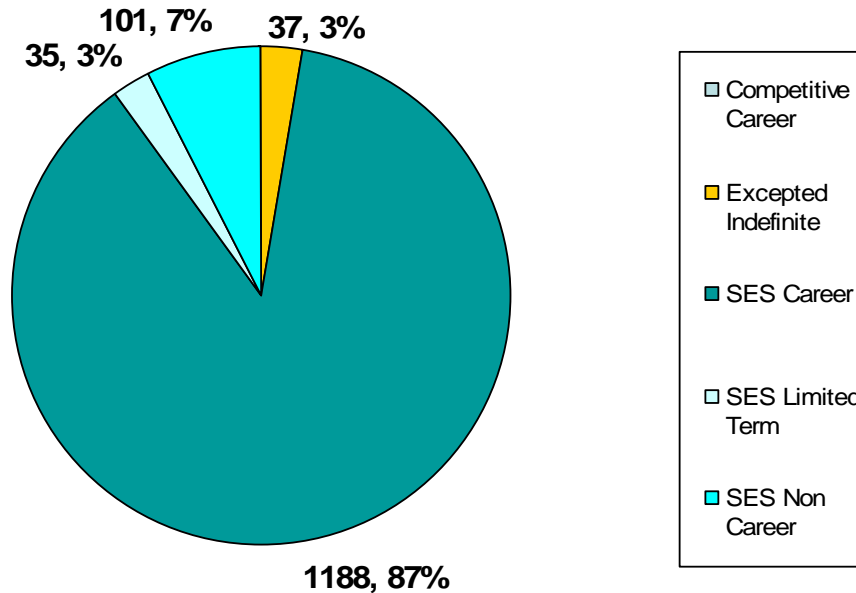
DoD Senior Level Positions/Scientific and Professional by Components (Appropriated Fund)



Senior Level Positions/Scientific and Professional	Total	%Compared To Total Senior Leadership Population	%Compared To Total Appropriated Fund Population
Army	38	23.90%	0.0056%
Navy	42	26.41%	0.0061%
Air Force	50	31.45%	0.0073%
DoD Agencies	29	18.24%	0.0042%
Total	159	100.00%	0.0232%

Total Appropriated Fund Population 683515

DoD Executives by Appointment Type (Appropriated Fund)



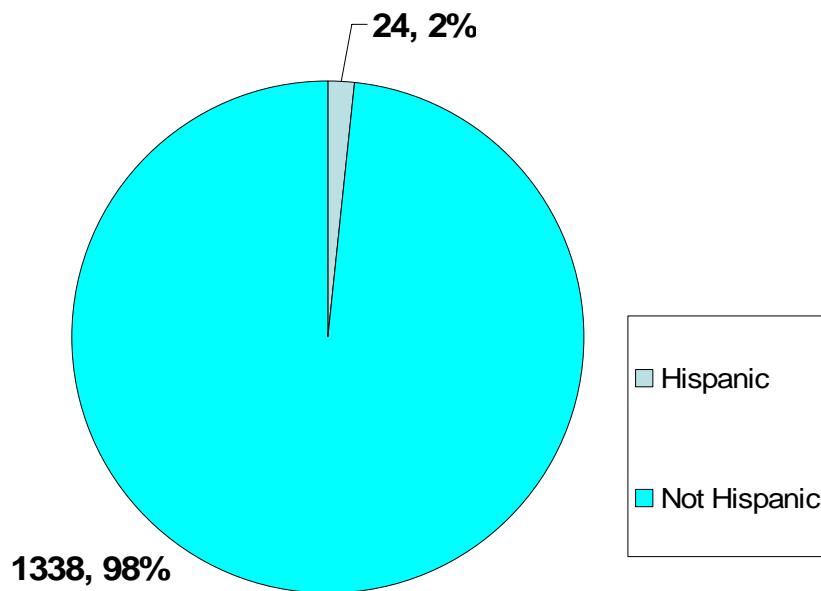
DoD Executives by Appointment Type	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Competitive Career	*1	0.07%	0.0001%
Excepted Indefinite	37	2.72%	0.0054%
SES Career	1188	87.22%	0.1738%
SES Limited Term	35	2.57%	0.0051%
SES Non Career	101	7.42%	0.0148%
Total	1362	100.00%	**0.1992%

*Some data shown in table are not provided in the chart above

** Percentage shown in this report may not add to totals due to rounding

DoD Executives Demographics (Appropriated Fund)

Ethnicity
Senior Executive Service/Executive
Pay/Intelligence Executive



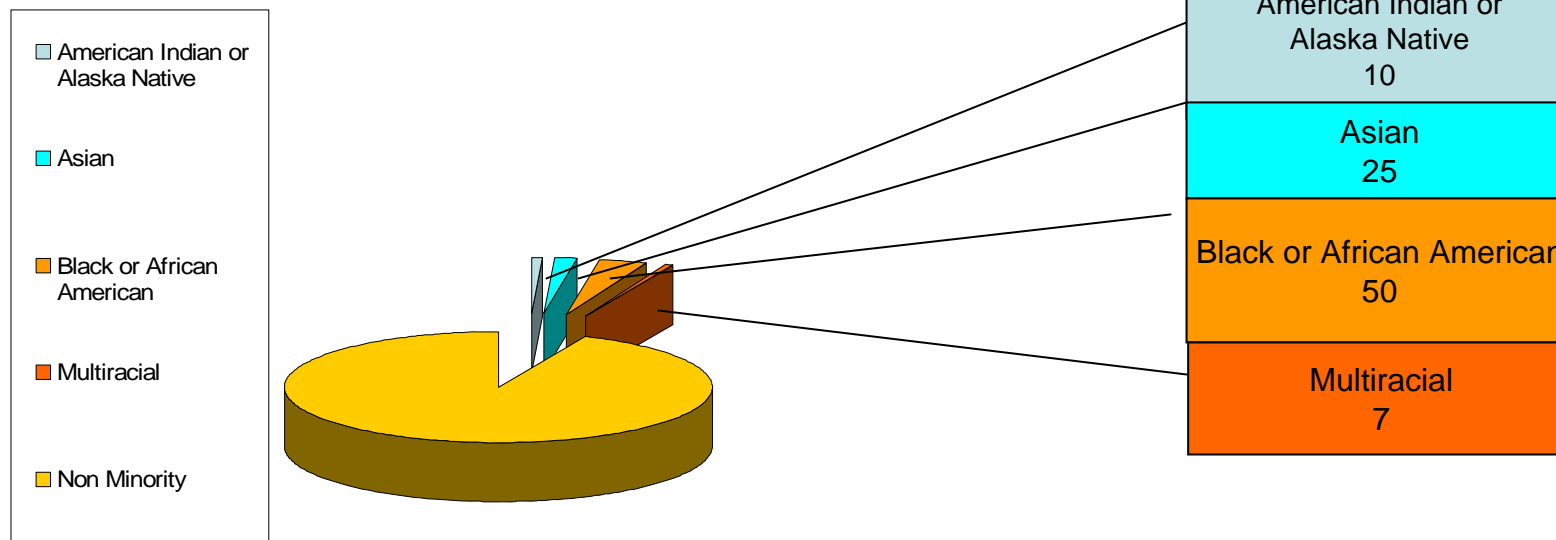
Ethnicity	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Hispanic	24	1.76%	0.0035%
Not Hispanic	1338	98.24%	0.1958%
Total	1362	100.00%	**0.1993%

Total Appropriated Fund Population 683515

** Percentage shown in this report may not add to totals due to rounding

General Workforce Demographics of Executives (Appropriated Fund)

Minority Status



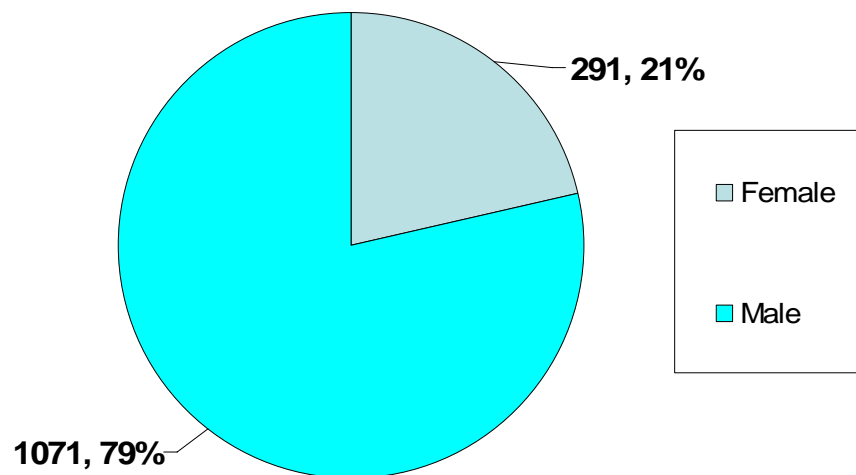
Race Designation	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
American Indian or Alaska Native	10	0.73%	0.0015%
Asian	25	1.84%	0.0037%
Black or African American	50	3.67%	0.0073%
Identity Pending	2	0.15%	0.0003%
Multiracial	7	0.51%	0.0010%
Race Unspecified	20	1.47%	0.0029%
White	1248	91.63%	0.1826%
Total	1362	100.00%	**0.1993%

Total Appropriated Fund Population 683515

** Percentage shown in this report may not add to totals due to rounding

DoD Executives Demographics (Appropriated Fund)

Gender
Senior Executive
Service/Executive
Pay/Intelligence Executive

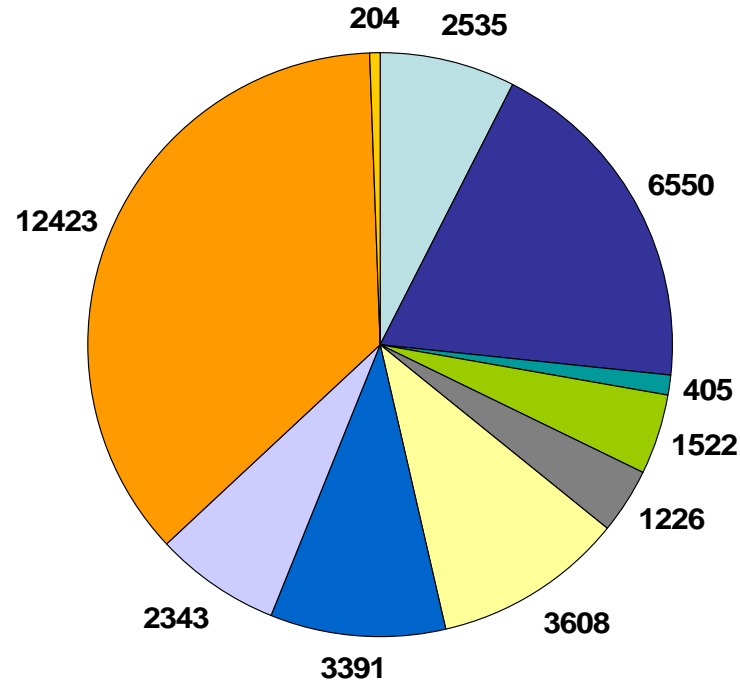
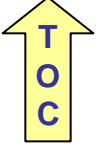


Gender	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Female	291	21.37%	0.0426%
Male	1071	78.63%	0.1567%
Total	1362	100.00%	**0.1993%

Total Appropriated Fund Population 683515

** Percentage shown in this report may not add to totals due to rounding

Lab/Demonstration Projects (Appropriated Fund)

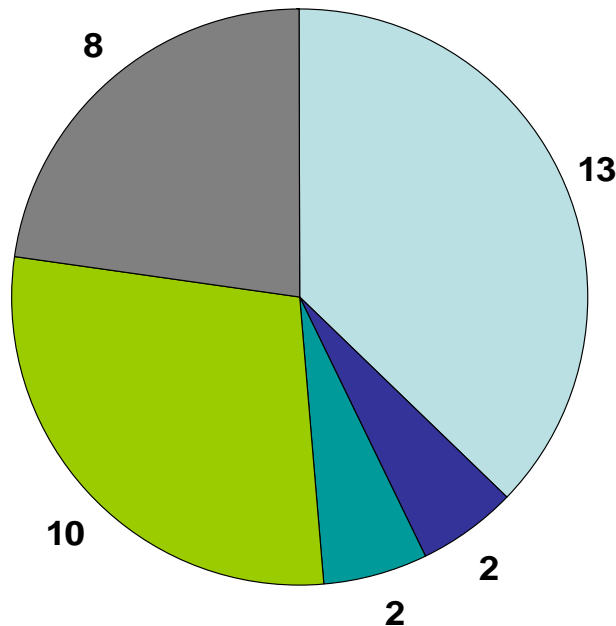
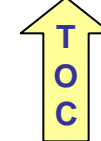


- Air Force Research Lab
- Army Aviation Research, Dev&Eng Ctr
- Army Comm-Electronics Comm Research
- Army Engineer Research & Dev Ctr
- Army Medical Research and Mat Cmd
- China Lake Demo
- DoD Acquisition Demo
- Naval Research Lab
- Navy Warfare Center
- Space and Naval Warfare Sys Com

Lab/Demos	Total	% Compared To Total Lab/Demos	% Compared To Total Appropriated Fund Population
Air Force Research Lab	2535	7.41%	0.37%
Army Aviation Research, Dev&Eng Ctr	6550	19.15%	0.95%
Army Comm-Electronics Comm Research	405	1.18%	0.06%
Army Engineer Research & Dev Ctr	1522	4.45%	0.22%
Army Medical Research and Mat Cmd	1226	3.58%	0.18%
China Lake Demo	3608	10.55%	0.53%
DoD Acquisition Demo	3391	9.91%	0.50%
Naval Research Lab	2343	6.85%	0.34%
Navy Warfare Center	12423	36.32%	1.82%
Space and Naval Warfare Sys Command	204	0.60%	0.03%
Total	34207	100.00%	5.00%

Total Appropriated Fund Population 683515

Lab/Demonstration Projects (Appropriated Fund)

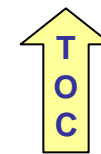


- Army Aviation Research, Dev&Eng Ctr
- Army Engineer Research & Dev Ctr
- Army Medical Research and Mat Cmd
- Naval Research Lab
- Navy Warfare Center

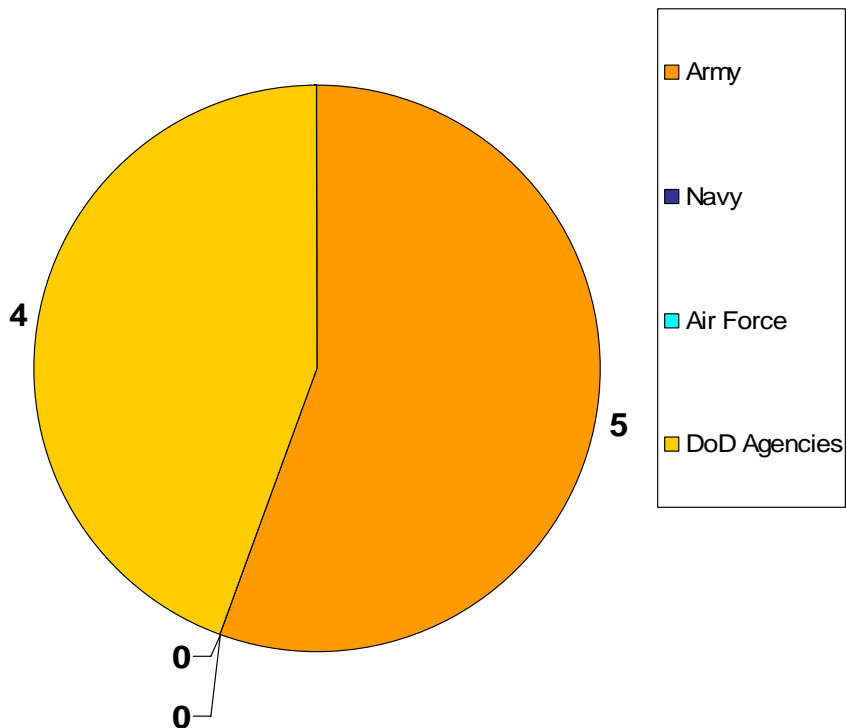
Lab/Demos High Grades	Grade 05	Compared to Total Grade 05	% Compared To Total Appropriated Fund Population	Grade 06	Compared to Total Grade 06	% Compared To Total Appropriated Fund Population
Army Aviation Research, Dev&Eng Ctr	13	52.00%	0.0019%	0	0.00%	0.0000%
Army Engineer Research & Dev Ctr	0	0.00%	0.0000%	2	20.00%	0.0003%
Army Medical Research and Mat Cmd	2	8.00%	0.0003%	0	0.00%	0.0000%
Naval Research Lab	10	40.00%	0.0015%	0	0.00%	0.0000%
Navy Warfare Center	0	0.00%	0.0000%	8	80.00%	0.0012%
Total	25	100.00%	0.0037%	10	100.00%	0.0015%

Total Appropriated Fund Population 683515

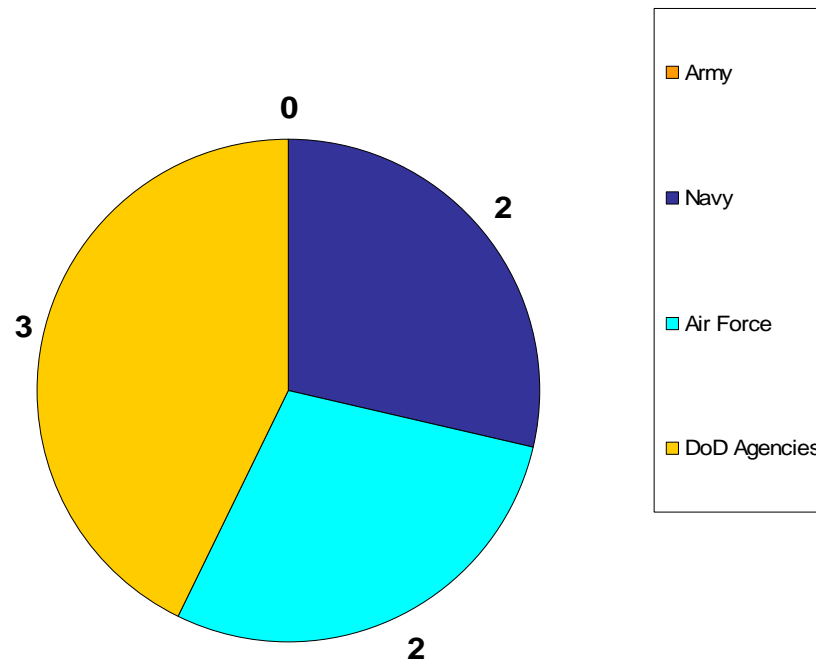
Scientists and Engineers hired under DARPA Authority (Appropriated Fund)



Current Employees



Hires No Longer on Rolls



Scientists and Engineers hired under DARPA Authority	Total	% Compared To Total Hired under DARPA Authority	% Compared To Total Appropriated Fund Population
Army	5	55.56%	0.001%
Navy	0	0.00%	0.000%
Air Force	0	0.00%	0.000%
DoD Agencies	4	44.44%	0.001%
Total	9	100.00%	0.002%

Total Appropriated Fund Population 683515

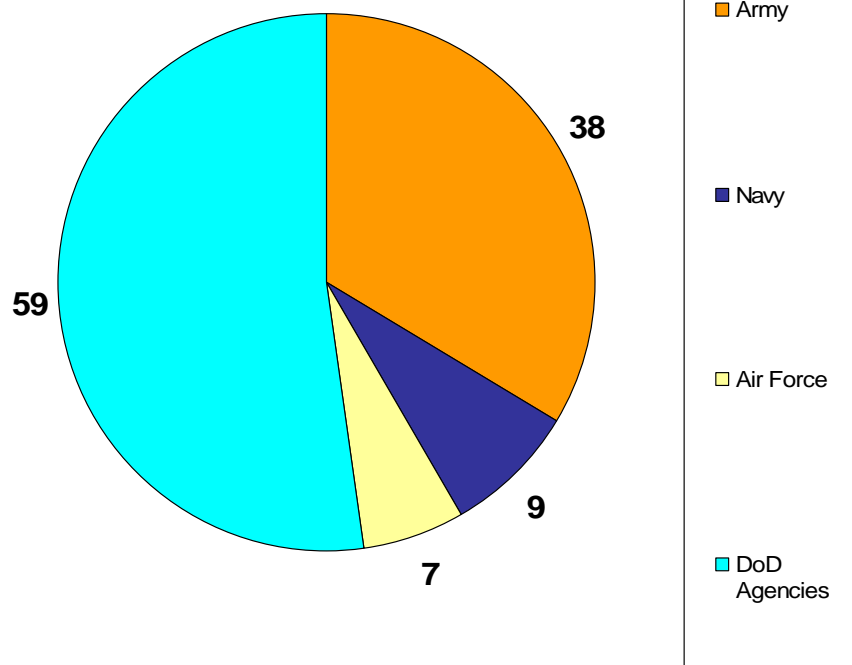
Scientists and Engineers hired under DARPA Authority and No Longer on Rolls	Total	% Compared To Total No Longer on Rolls	% Compared To Total Appropriated Fund Population
Army	0	0.00%	0.000%
Navy	2	28.57%	0.000%
Air Force	2	28.57%	0.000%
DoD Agencies	3	42.86%	0.000%
Total	7	100.00%	0.000%

Total Appropriated Fund Population 683515

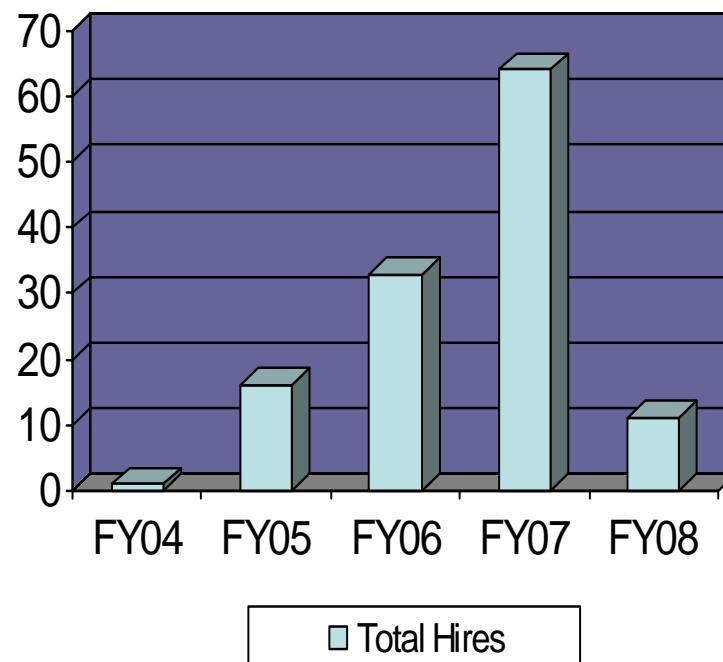
Highly Qualified Experts hired since February 27, 2004 under Legal Authority 5 U.S.C. 9903 (Appropriated Fund)



Current Employees



Total Hires since Feb 27, 2004



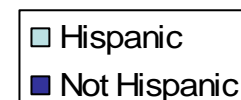
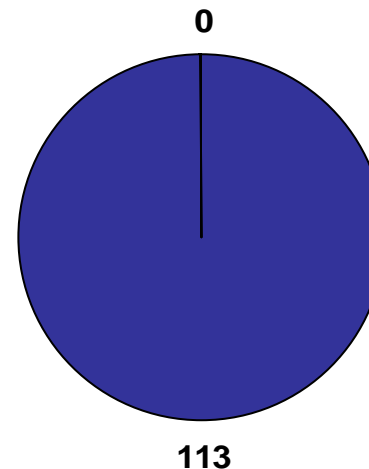
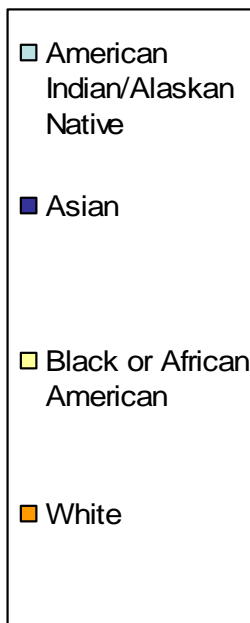
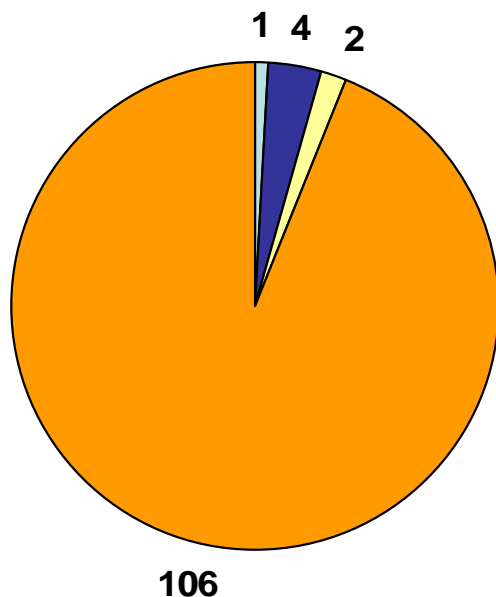
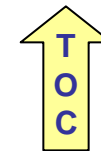
Highly Qualified Experts - Current Population	Total	% Compared To Total Current Population	% Compared To Total Appropriated Fund Population
Army	38	33.64%	0.006%
Navy	9	7.96%	0.001%
Air Force	7	6.19%	0.001%
DoD Agencies	59	52.21%	0.009%
Total	113	100.00%	*0.017%

Total Appropriated Fund Population 683515

Total Hires of Highly Qualified Experts since Feb 27, 2004	Total	% Compared To Total Appropriated Fund Population	% Compared To Total Appropriated Fund Population
FY04 (From Feb 27, 2004 to Sep 30, 2005)	1	0.80%	0.000%
FY05	16	12.80%	0.002%
FY06	33	26.40%	0.005%
FY07	64	51.20%	0.009%
FY08	11	8.80%	0.002%
Total	125	100.00%	*0.018%

*Percentage shown in this report may not add to totals due to rounding

Highly Qualified Experts General Workforce Demographics (Appropriated Fund)



Race Designation	Total	% Compared To Total Race Designation	% Compared To Total Appropriated Fund Population
American Indian/Alaska Native	1	0.88%	0.000%
Asian	4	3.54%	0.001%
Black or African American	2	1.77%	0.000%
White	106	93.81%	0.016%
Total	113	100.00%	*0.017%

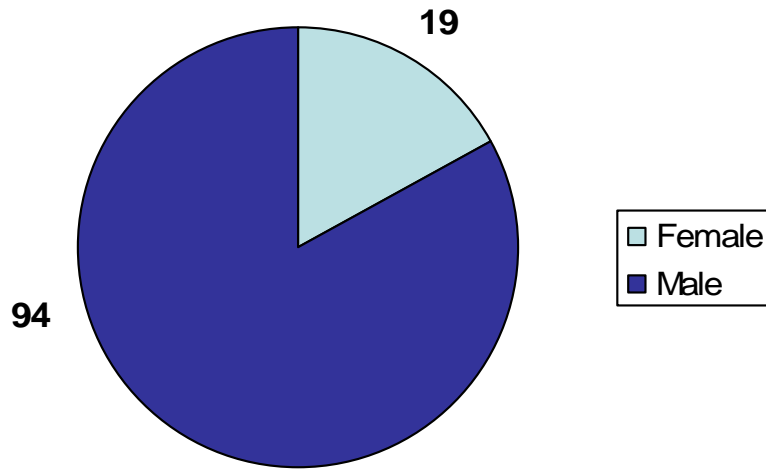
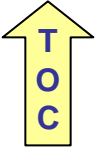
Total Appropriated Fund Population 683515

Ethnicity	Total	% Compared To Total Ethnicity	% Compared To Total Appropriated Fund Population
Hispanic	0	0.00%	0.000%
Not Hispanic	113	100.00%	0.017%
Total	113	100.00%	*0.017%

Total Appropriated Fund Population 683515

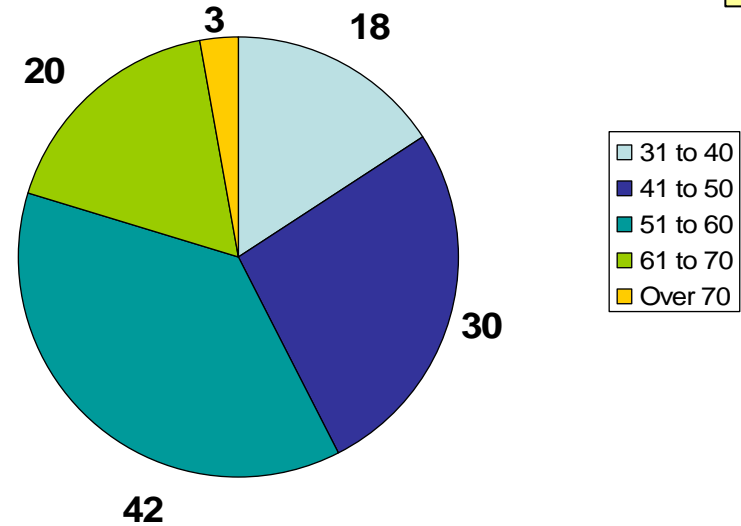
* Percentages shown in these reports may not add to totals due to rounding

Highly Qualified Experts General Workforce Demographics (Appropriated Fund)



Gender	Total	% Compared To Total Gender	% Compared To Total Appropriated Fund Population
Female	19	16.81%	0.003%
Male	94	83.19%	0.014%
Total	113	100.00%	*0.017%

Total Appropriated Fund Population 683515

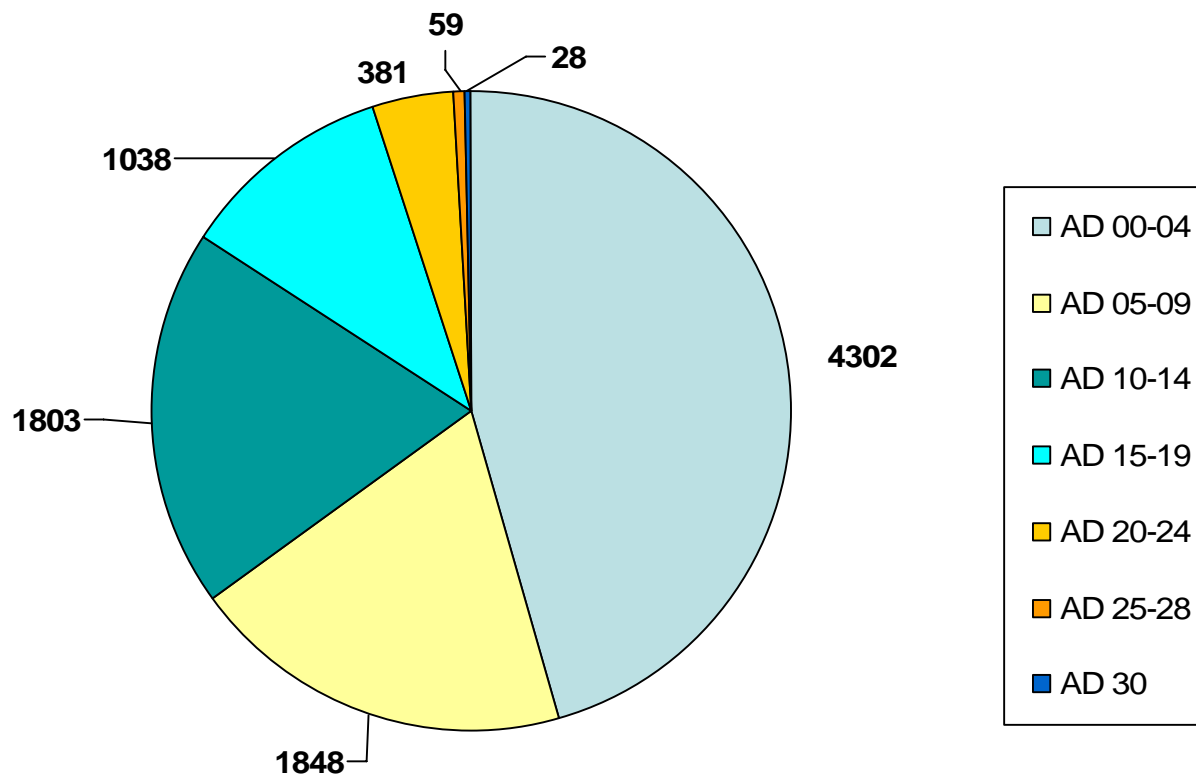
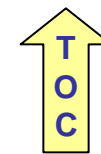


Age	Total	% Compared To Total Age	% Compared To Total Appropriated Fund Population
31 to 40	18	15.93%	0.003%
41 to 50	30	26.55%	0.004%
51 to 60	42	37.17%	0.006%
61 to 70	20	17.70%	0.003%
Over 70	3	2.65%	0.000%
Total	113	100.00%	*0.016%

Total Appropriated Fund Population 683515

*Percentages shown in these reports may not add to totals due to rounding

Administratively Determined (Appropriated Fund)

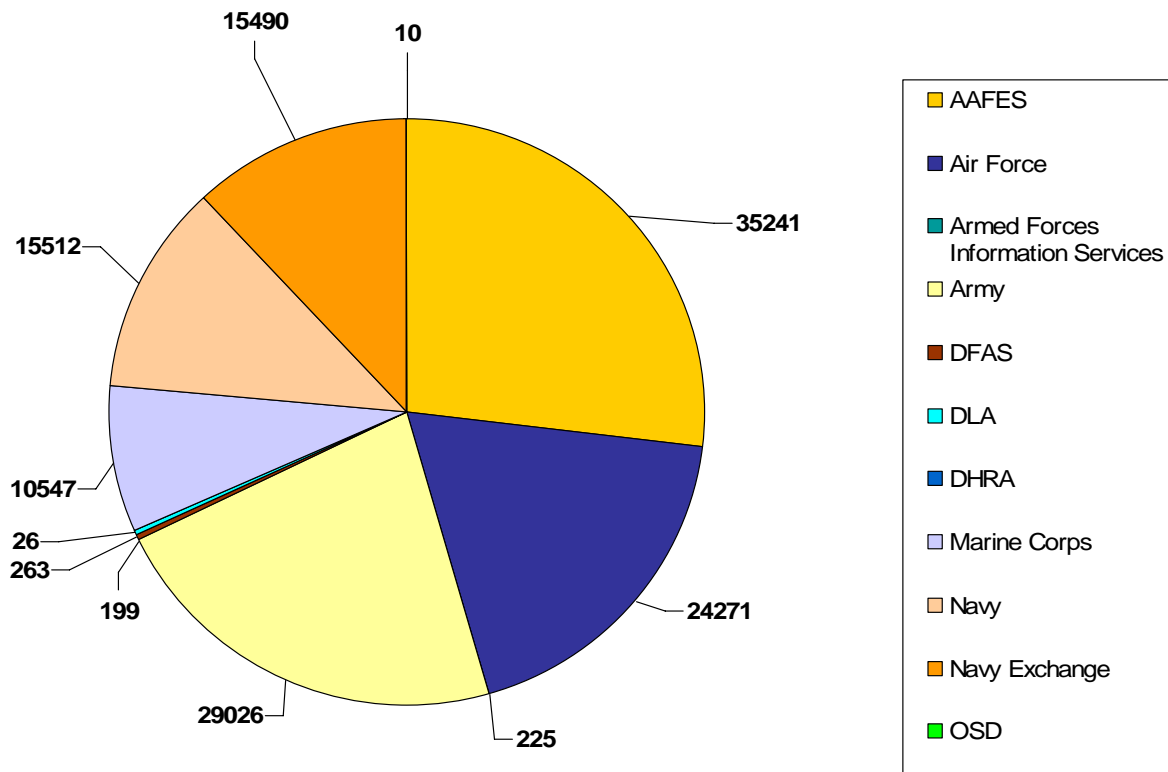
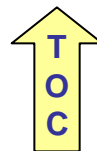


Administratively Determined	Total	% Compared To Total Administratively Determined	% Compared To Total Appropriated Fund Population
AD 00-04	4302	45.48%	0.63%
AD 05-09	1848	19.54%	0.27%
AD 10-14	1803	19.06%	0.26%
AD 15-19	1038	10.97%	0.15%
AD 20-24	381	4.03%	0.06%
AD 25-28	59	0.62%	0.01%
AD 30	28	0.30%	0.00%
Total	9459	100.00%	1.38%

Total Appropriated Fund Population 683515

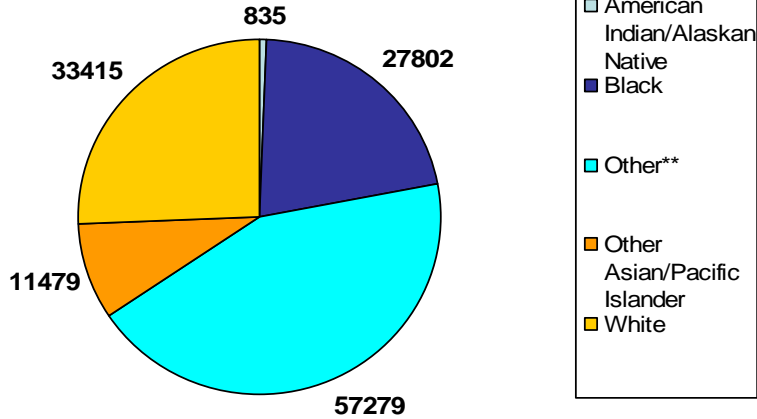
NON APPROPRIATED FUND

Non Appropriated Fund Employees by Component



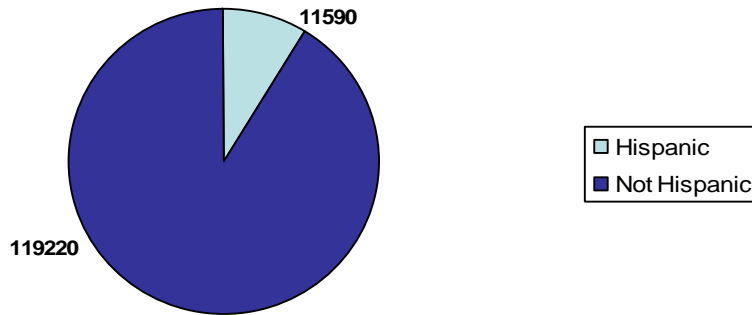
Non Appropriated Fund Employees Total = 130810		
AAFES	35241	27%
Air Force	24271	19%
Armed Forces Information Services	225	0%
Army	29026	22%
DFAS	199	0%
DLA	263	0%
DHRA	26	0%
Marine Corps	10547	8%
Navy	15512	12%
Navy Exchange	15490	12%
OSD	10	0%
Total	130810	100%

General Workforce Demographics (Non Appropriated Fund)

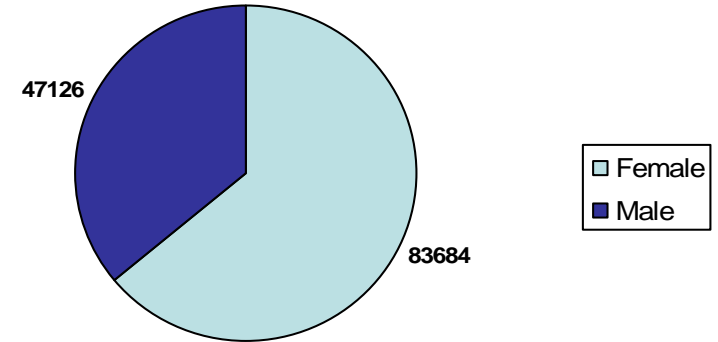


Race Designation Total = 130810		
Amer Indian/Alaskan Native	835	1%
Black	27802	21%
Other**	57279	43%
Other Asian/Pacific Islander	11479	9%
White	33415	26%
Total Non Appropriated Fund Population	130810	100%

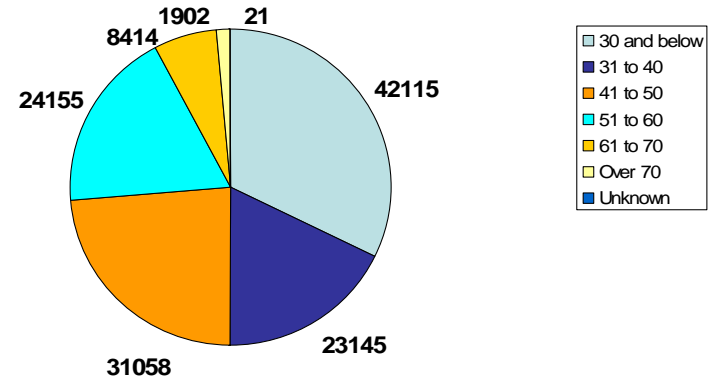
Other** Data not reported by employee



Ethnicity Total = 130810		
Hispanic	11590	9%
Not Hispanic	119220	91%
Total Non Appropriated Fund Population	130810	100%



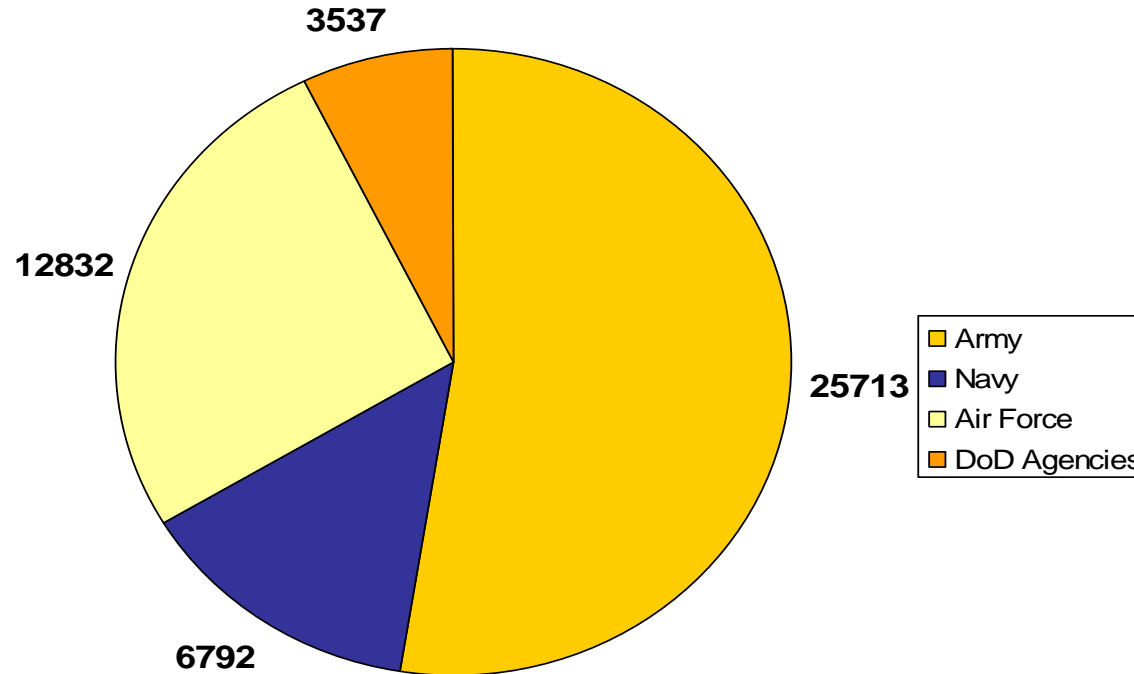
Gender Total = 130810		
Female	83684	64%
Male	47126	36%
Total Non Appropriated Fund Population	130810	100%



Age Total = 130810		
30 and below	42115	32%
31 to 40	23145	18%
41 to 50	31058	24%
51 to 60	24155	19%
61 to 70	8414	6%
Over 70	1902	1%
Unknown	21	0%
Total Non Appropriated Fund Population	130810	100%

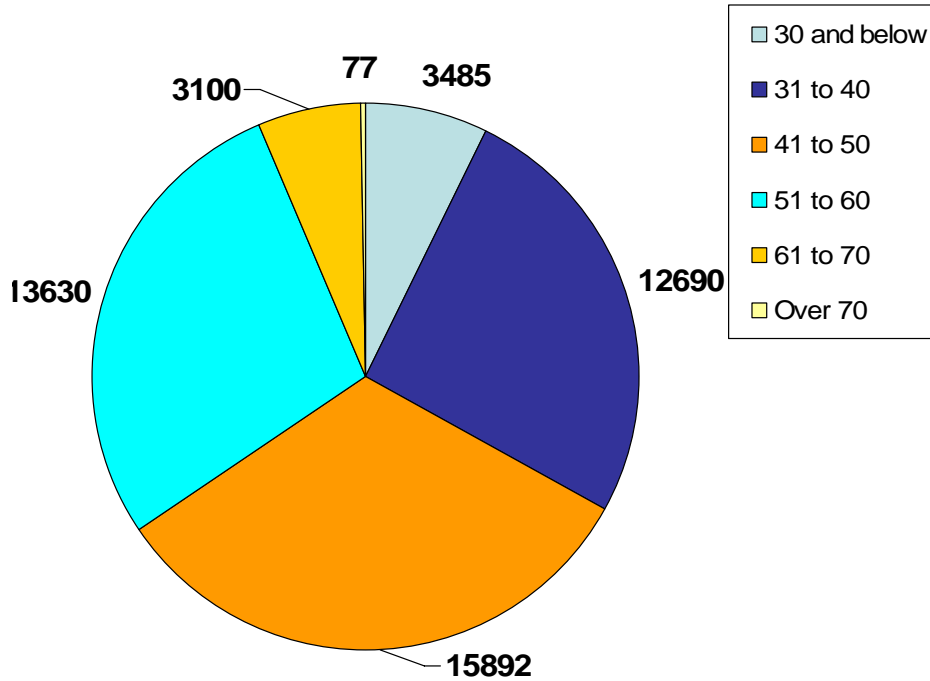
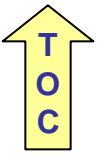
LOCAL NATIONALS

Local National Employees by Component

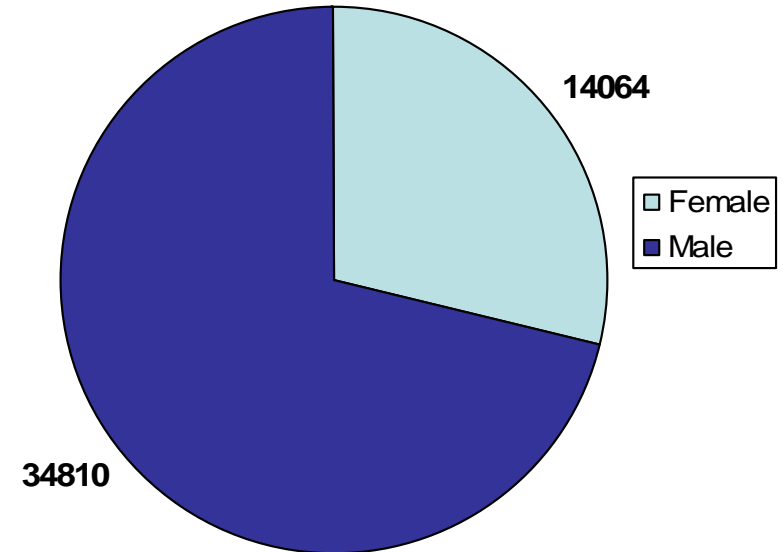


Local Nationals		
Army	25713	53%
Navy	6792	14%
Air Force	12832	26%
DoD Agencies	3537	7%
Total Local National Population	48874	100%

General Workforce Demographics (Local Nationals)



Age		
30 and below	3485	7%
31 to 40	12690	26%
41 to 49	15892	33%
50 to 59	13630	28%
60 to 69	3100	6%
70 and over	77	0%
Total Local National Population	48874	100%



Gender		
Female	14064	29%
Male	34810	71%
Total Local National Population	48874	100%